

To: Clients and Friends  
From: Smith & Downey  
Date: November 9, 2011  
Re: Upcoming Seminar

On November 29, 2011, we will present a seminar focusing on the rapidly-changing landscape concerning employment rights for lesbian, gay, bisexual and transgendered (“LGBT”) individuals.

There will be a detailed discussion of the current workplace rights of LGBT employees and on the need for employers to exercise caution in their interactions with employees whose religious beliefs may take a more conservative view of human sexuality.

We also will focus on workplace accommodations for transgendered employees, including privacy issues and restroom accommodations.

Finally, we will provide an update on developments in sexual harassment law and on steps that employers can take to protect themselves against sexual harassment claims.

The seminar will be held at Abilities Network, 8503 LaSalle Road, Towson, MD 21286, from 8:30 - 11:00 a.m. Please contact Alison Christian at [achristian@smithdowney.com](mailto:achristian@smithdowney.com) or 410-321-9000 to register for this event. As always, there is no charge for the seminar.