



The Weeks Quarterly©  
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Monday, 15<sup>th</sup> June 2020

## TITLE VII EMPLOYMENT LGBT PROTECTIONS

“When an employer fires an employee because she is homosexual or transgender, two causal factors may be in play— both the individual’s sex and something else (the sex to which the individual is attracted or with which the individual identifies). But Title VII doesn’t care. If an employer would not have discharged an employee but for that individual’s sex, the statute’s causation standard is met, and liability may attach.”

*Bostock v. Clayton County, Georgia*, 17-1618, pg.11 (US 15<sup>th</sup> June 2020)

The United States Supreme Court holding today stated that “*An employer who fires an individual merely for being gay or transgender violates Title VII.*” (Syllabus). The split 6-3 decision is 172 pages, but is well worth the read. *Bostock* reconciled opposite federal district court holdings, explored the historical context of Title VII and “plain meaning” analysis, and in his dissent, Justice Alito cited a recent Arizona pleading regarding application of Title VII to health insurance payment of “sex reassignment surgery.” (Dissent, FN 56)

In these days of civil unrest, robust debate, and pandemic, so many people’s earnings are at risk as businesses have closed, cut-back employee hours, and struggled financially. *Bostock* helps level the legal playing field to protect all employees equally. The case’s dissenting opinions and the numerous footnotes *also* suggest legal issues yet to come. Read the case itself directly from the Court at:

[https://www.supremecourt.gov/opinions/19pdf/17-1618\\_hfci.pdf](https://www.supremecourt.gov/opinions/19pdf/17-1618_hfci.pdf)

## A LIVE BROADCAST ~~HOLD THE DATE ~~ FRIDAY JULY 24<sup>TH</sup>

We would probably all like to find some predictable, positive, “new normal” indicators! To that end, please stand-by for a July 24<sup>th</sup> episode of Health Futures. I will again be joining with other professionals in another broadcast wherein we can discuss some action plan options. (Prior episodes are available at <http://weekslaw.com/in-the-news/> )

Please phone to this law office in the next weeks if you have a broadcast idea or question you would like addressed regarding planning in these uncertain times. My co-presenter and the host will join me in a “shout-out” to credit a reader(s) who provide(s) insight or discussion points that we share during the broadcast.



## ARIZONA LEGAL INFORMATION HOTLINE

On May 11<sup>th</sup>, the State Bar of Arizona reached out to all Arizona attorneys to volunteer with a joint effort of the Bar and the Bar Foundation to launch the Arizona Attorneys Respond: Legal Hotline. This law office has been pleased to participate three times weekly as a hotline operator since the hotline began. If you are seeking some emergency resources or possibly a courtesy consultation with an attorney for a Covid-19 related legal issue, please feel free to phone to the hotline where a hotline volunteer operator may discuss possible resources and, when indicated, provide you with an attorney referral.

STATEWIDE: **866-611-6022** Arizona Legal Information Hotline  
Language Interpretation Available

### GIVE YOUR LANDLORD WRITTEN NOTICE & ATTEND YOUR HEARING:

A frequent issue currently is rental evictions.

For information and a sample form in English or Spanish:

<https://www.azcourts.gov>

**NOTICE TO LANDLORD / (AVISO AL ARRENDADOR)**  
**POSTPONEMENT OF EVICTION ACTION / (PRÓRROGA DE DEMANDA DE DESALOJO)**

### A PRIMER – ARIZONA’S NEW PROTECTIVE ORDER LANDSCAPE

Debbie Weeeks © 11 June 2020

Please enjoy reading “A Primer ~~ Arizona’s New Protective Order Landscape” in the upcoming *Maricopa Lawyer* (Maricopa County Bar Association)’s July issue. The article addresses significant year 2020 reform that affects all title 12 and 13 protective orders (orders of protection, injunctions against harassment, and injunctions against workplace harassment). For non-attorneys, or attorneys who are not members, you should be able to view the issue once it posts at <https://maricopabar.org/index.cfm?pg=MLArchives>.

### The Law Office of Debbie Weeeks Remains Fully Operational.

**La Oficina de la Abogada Debbie Weeeks continúa sus operaciones.**

It was only a short while ago in the prior The Weeeks Quarterly© newsletter when headlines in the world around us were about Stay-at-Home orders, masks, and social distancing. In recent weeks, civil unrest and economic uncertainties have become further concerns. It is hard for the young and for elders, regardless of background, to know how to rise to individual and collective challenges. If your challenges are of a legal nature and you seek advice from an attorney, please feel free to phone to see whether The Law Office of Debbie Weeeks may be of service. This office offers not only longer-term, full representation, but also when ethically appropriate, briefer “discrete task” and “working meeting” assistance.



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