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*****Press Release*****

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Kaiser Discriminates Against Transgender Employee Failing to Acknowledge Correct Pronouns and Wrongfully Terminating Him for Complaining about His Mistreatment

Sacramento, CA (March 7, 2022), Landin Davis (Hereafter, "Davis") is a transgender individual that prefers to identify as non-binary or genderqueer (an individual who does not subscribe to conventional gender distinctions). Davis transitioned legally from a woman to a man and was transitioning medically simultaneously. At work, he often wore gender non-confirming attire.

In Davis' own words:

"Ever since the day I lost my job, my life has been completely ruined. All because of my gender identity/sexuality/sexual orientation. If I'm not the "NORM", then I'm not right, I'm not human and apparently to Kaiser, I can't have a career/job, children/family/friends or a "normal heterosexual" lifestyle unless I conform. September 25, 2018 – was and still is one of the worst days of my life. Maybe one day all of this sexism and discrimination will dissipate! Maybe one day I won't be mis-gendered or disrespected and treated differently because my ID is different from the pronoun that I want to be called! Maybe one day my "sex"/ "sexual identity" or my "gender/gender expression" won't matter. But until that day, I will continue to fight for my human rights and for other individuals like me."

On August 10, 2015, Davis was hired by Kaiser Permanente in the San Francisco Geary Campus. On February 5, 2018, he was transferred to the Sacramento, California location as an Appointment and Advice Call Center, Technical Support Representative (AACC/TSR). Davis was consistently a hardworking and a well-performing employee. Davis looked forward to a career at Kaiser because it would be a great place to work and provided excellent benefits as well as services for his medical gender transition surgery.

This quickly changed when he informed Kaiser of his preferred pronouns, gender transition surgery and his need for a medical leave of absence. Within a month of informing National HR of his legal gender transition and while out on a medical leave of absence (hospitalized), he was terminated on or around September 25, 2018. His doctor

had medically cleared him to return to work on or around October 22, 2018. His final medical gender transition surgery through Kaiser was scheduled for October 31, 2018.

On or around October 1, 2018, Davis—when he was healthy enough to do so—complained about his discriminatory treatment and successfully appealed his retaliatory termination through his union. Davis was offered his job back in an in-person meeting and provided a Last Chance Agreement (“LCA”) for review. He was shocked when he started reviewing the LCA agreement because it listed him interchangeably as “he” and “she”. This was clearly intentional conduct by Kaiser representatives. Davis requested that they fix the LCA to reflect his correct male pronouns; Kaiser refused. They directed him to sign the agreement “as is”.

Davis stood at a crossroads when Kaiser—a medical institution—refused to acknowledge his gender identity correctly in a legal contract. Not only was this action transphobic, but it was also disrespectful to Davis’ humanity. Instead of taking Davis’ request seriously, a joke was made, and his manager asked why “**she** was not wearing **her** bowtie” today.

Davis not only lost his job but also his medical insurance so he could no longer afford to complete his gender transition surgery. Davis was unemployed for almost three years, homeless (off and on), hospitalized multiple times and has yet to complete his gender transition from woman to man. Without medical insurance, he simply couldn’t afford to do so.

Davis’ story is a painful reality that many transgender Americans face when seeking equal treatment within the workplace. According to the *National Center for Transgender Equality*, more than one in four transgender people have lost a job due to bias and have experienced some form of workplace discrimination. Refusal to hire, privacy violations, harassment, and even physical and sexual violence on the job are common occurrences and are experienced at even higher rates by transgender people of color.



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