



Comment on FR Doc # 2014-28902

This is a Comment on the **Office of Federal Contract Compliance Programs (OFCCP) Rule: Prohibiting Discrimination Based on Sexual Orientation and Gender Identity by Contractors and Subcontractors**

For related information, [Open Docket Folder](#)

Comment Period Closed
Feb 6 2015, at 11:59 PM ET

ID: OFCCP-2014-0007-000
Tracking Number: 1jz-8gls-h

Comment

Silvia Pietracci,
January 10, 2015

Prohibiting Discrimination Based on Sexual Orientation and Gender Identity by Contractors and Subcontractors.

The Office of Federal Contract Compliance Programs (OFCCP) has enacted a Regulation implementing the Executive Order 11246 in accordance with the Executive Order 13672, Further Amendments to Executive Order 11478, Equal Employment Opportunity in the Federal Government, and Executive Order 11246, Equal Employment Opportunity, which was signed by President Barack Obama on July 21, 2014. These Regulations will be effective from April 8, 2015 and it will apply to Federal contractors who hold contracts entered into or modified on or after that date. Pursuant to the rule-making process, the Regulation which Prohibit Discrimination based on sexual orientation and gender identity by Federal Contractors is a final rule.

Previously, the Executive Order 11246 explicitly stated on Section 202 that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin and it required them to take affirmative measures to prevent discrimination on those bases. More specifically the new Regulation will substitute sex, sexual orientation, gender identity, or national origin for sex or national origin.

The sexual orientation refers to an enduring pattern of emotional, romantic and/or sexual attractions to men, woman or both sexes and it also refers to a persons sense of identity based on those attractions, related behaviors and membership in a community of others who share those attractions. Sexual orientation is usually discussed in terms of three categories (heterosexual, homosexual and bisexual) and is defined in terms of relationship with others. Thus, it is closely tied to the intimate personal relationship.

The gender identity of an individual refers to ones internal sense of being male, female or something else and it should be distinguished from transsexuality. Indeed the term transsexual usually refers to people whose gender identity is different from their assigned sex.

Understanding that sexual orientation and gender identity, since they are both a intimate manifestation of personal feelings to the society, may be a reason of discrimination, especially within the work environment. The researches demonstrate that many people in the last decades had been discriminated for their sexual orientation or gender identity, so the intent

Document Information

Date Posted:
Jan 20, 2015

RIN:
1250-AA07

Show More Details

Submitter Information

Submitter Name:
silvia pietracci

Country:
United States

of the Regulations promoted by Office of Federal Contract Compliance Program perfectly satisfy an important necessity of the society.

In 1964 the Civil Right was aimed at attaching discrimination in nearly every aspect of the society referring to sex, race, color, national origin and religion. Anyway the continuous changes in the last years created the need of an implementation of the general regulation, especially in work field. It appears that there was not one particular accident but a series of events that gave rise to this rule.

This new Regulations could be compared to the Italian law, which differently provides a general prohibition of sexual orientation and gender identity discrimination in every field of the work environment. Initially the law (D.Lgs n. 216/2003) provided an exception for the military service and the police, but after an infraction procedure begun against Italy from the European Commission, this exception has been abrogated. Thus, now in the Italy and , in general, in the European Union no discrimination based on sexual orientation and gender identity is admitted.

I was drawn to study this rule because I strongly believe that nobody should be singled out and harmed because they are different. For some people sexual orientation and gender identity discrimination has taken over their life and affected their freedom to attend work and other public places. I believe that it is an important goal both for these people and the United States, so I look forward to see the difference it makes once it takes effect in the community.