

# Seventh Circuit Reverses Decision that Title VII Doesn't Protect Against Anti-Gay Discrimination and Agrees to Re-hear Employment Discrimination Case

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The Seventh Circuit reversed and vacated the panel decision holding that Title VII does not protect employees from anti-gay discrimination and will re-hear the case, *Hively v. Tech Community College, en banc*. Kimberly Hively claims that her former employer, Ivy Tech Community College, violated Title VII when she was denied full-time employment and promotions and eventually terminated based on her sexual orientation. [We previously reported on this case](#) and its implications for the rapidly-changing legal landscape on LGBT workplace protections. With today's decision by the Seventh Circuit to rehear the case *en banc*, the status of sexual orientation discrimination under Title VII remains uncertain. We will continue to monitor this case for its impact on employers going forward.