

Interpreting Bostock for Canadian Lawyers

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In 2020, the Supreme Court of the United States issued a historic judgment recognizing protection for LGBTQ employees under Title VII of the United States Civil Rights Act of 1964. **Almost six decades after the statute's enactment, a six-to-three majority of the Court found that employment discrimination based on sexual orientation or gender identity is prohibited discrimination.**

The decision in *Bostock v Clayton County* is a huge legal victory for the LGBTQ community and its advocates, and a meaningful step away from a status quo in which employers were free to openly and unapologetically discriminate against LGBTQ employees.

In this article, Teagan Markin examines the Court's textualist interpretive analysis, played out between three sets of reasons, from a Canadian lawyer's perspective.

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By

[Teagan Markin](#)

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BLG Offices

Calgary

Centennial Place, East Tower
520 3rd Avenue S.W.
Calgary, AB, Canada
T2P 0R3

T 403.232.9500
F 403.266.1395

Ottawa

World Exchange Plaza
100 Queen Street
Ottawa, ON, Canada
K1P 1J9

T 613.237.5160
F 613.230.8842

Vancouver

1200 Waterfront Centre
200 Burrard Street
Vancouver, BC, Canada
V7X 1T2

T 604.687.5744
F 604.687.1415

Montréal

1000 De La Gauchetière Street West
Suite 900
Montréal, QC, Canada
H3B 5H4

T 514.954.2555
F 514.879.9015

Toronto

Bay Adelaide Centre, East Tower
22 Adelaide Street West
Toronto, ON, Canada
M5H 4E3

T 416.367.6000
F 416.367.6749

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