

A Step Forward for Gay and Lesbian Rights in Walmart Class Action Suit

Gay and lesbian rights activists will be pleased to hear the news of the class-action lawsuit brought against Wal-mart: a \$7.5 million settlement has been awarded to those workers whose spouses were deprived of health insurance despite their heterosexual coworkers receiving those insurance benefits. This landmark settlement [made waves in 2017](#) when it was first announced, as it set a federal precedent protecting legally-married gay and lesbian couples from discrimination of health insurance benefits.

The suit was brought against Wal-mart by Jacqueline Cote in 2015, a former employee of Walmart whose initial complaint to the EEOC began the entire cascade of events. Although Wal-Mart voluntarily gave the benefits to same-sex workers affected by this policy in 2014, those who dealt with this discriminatory policy between specified dates in 2011 to 2013 were awarded compensation for their suffering.

The Impact of Cote v. Wal-Mart Stores Inc.

While many people may think that discrimination against gay and lesbian individuals is a thing of the past since marriage equality became a reality in the United States, but that is just not true at all. Conservative and evangelical employers deal with suits often that accuse them of employee discrimination, and in some cases these suits can lead to large federal suits, such as that against Wal-Mart.

One positive thing to note about the impact of this settlement is that Wal-Mart voluntarily changed their policies in order to comply, although they did so after Ms. Cote left their employment. Hopefully seeing such a large corporation that is willing to give way to gay and lesbian rights will make a large impact on the corporate world. We live in a changing society, and acceptance of evolving views of sexuality is important to ensuring we all remain equal.

Nevadans Affected by Employer Discrimination

If you or someone you know has been affected by employment discrimination, whether related to insurance benefits or otherwise, your best idea is to contact an attorney immediately. Ms. Cote was represented by a prestigious coterie of attorneys, including those from [GLAD](#) and the Washington Committee for Civil Rights.

Nevadans who have experienced employment discrimination may be more vulnerable now than ever, so getting in touch with a [trusted personal injury attorney](#) right away will help allay your fears. And who knows? You may receive a large payout as well.