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Key:

1. Does your organization include “sexual orientation” and “gender identity and expression” (separate from gender) as protected classes in its non-discrimination policy?
(Non-Discrimination Policy)
 2. Does your organization include gender identity/expression diversity training?
(Diversity Training)
 3. Does your organization have supportive gender transition guidelines in place?
(Transition Guidelines)
 4. Does your organization offer paternity/maternity leave benefits on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?
(Paternity or Maternity Leave Benefits)
 5. Does your organization offer benefits that cover non-traditional family planning, such as in vitro fertilization and adoptive benefits?
(Non-traditional Family Planning)
 6. If so, are those benefits available on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?
(Equal Non-traditional Family Planning)
 7. Does your organization have an LGBT affinity group?
(LGBT Affinity Group)
- DNO = Does not offer this benefit**

Firm/Organization	Non-discrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Non-traditional Family Planning	Equal Non-traditional Family Planning	LGBT Affinity Group
3M Company	Yes	Yes	Yes	Yes	DNO		Yes
AARP Foundation	Yes	No	Yes	Yes	Yes	Yes	Yes
Akerman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Akin Gump Strauss Hauer & Feld LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Allen & Overy LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Allstate Insurance Company	Yes		Yes	DNO	Yes	Yes	Yes
Alston & Bird LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Amazon Legal	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Arent Fox LLP	Yes		Yes	Yes	Yes	Yes	Yes
Arnold & Porter Kaye Scholer LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Axinn, Veltrop & Harkrider LLP	Yes	No	Yes	Yes	No		No
Baker Botts L.L.P.	Yes	Yes	No	Yes	DNO		Yes
Baker McKenzie	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Yes	Yes	Yes	Yes	DNO		Yes
Baker & Hostetler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ballard Spahr LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Barnes & Thornburg LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Bass, Berry & Sims PLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Bilzin Sumberg Baena Price & Axelrod LLP	Yes	Yes	No	Yes	No	No	No
Blank Rome LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Bradley Arant Boult Cummings LLP	Yes	No	No	Yes	Yes	Yes	No
Bricker & Eckler, LLP	Yes	Yes	No	Yes	No	No	No
Bronx County District Attorney’s Office	Yes	Yes	Yes	Yes	Yes	Yes	No
Brown Rudnick LLP	Yes	Yes	Yes	Yes	Yes		
Bryan Cave Leighton Paisner LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Buchanan Ingersoll & Rooney PC	Yes	Yes	No	Yes	No		Yes
Cadwalader, Wickersham & Taft LLP	Yes	Yes		Yes	Yes	Yes	Yes
Carlton Fields, P.A.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
CBS Corporation/Showtime Networks Inc.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Chapman and Cutler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Cleary Gottlieb Steen & Hamilton LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Cook County State’s Attorney’s Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Cooley LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Covington & Burling LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
Cozen O’Connor P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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Cravath, Swaine & Moore LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Crowell & Moring LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Davis Polk & Wardwell LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Davis Wright Tremaine LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
Debevoise & Plimpton LLP	Yes	Yes	Yes	Yes	DNO	No	Yes
Dechert LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Dentons	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Dickinson Wright PLLC	Yes	Yes	No	Yes	No	No	No
Dinsmore & Shohl LLP	Yes	Yes	Yes	No	DNO	No	Yes
DLA Piper LLP (US)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Dorsey & Whitney LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Drinker Biddle & Reath LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Duane Morris LLP	Yes	Yes	No	Yes	DNO		
Epstein Becker & Green, P.C.	Yes	Yes	No	Yes	Yes	Yes	Yes
Equal Justice Works	Yes	No	No	Yes	DNO	Yes	No
Eversheds Sutherland (US) LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Faegre Baker Daniels LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
FINRA Office of Dispute Resolution	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fish & Richardson P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fisher Phillips, LLP	Yes	Yes	No	Yes	DNO		No
Foley & Lardner LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fox Rothschild LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fredrikson & Byron, P.A.	Yes	Yes	No	Yes	Yes	Yes	Yes
Freshfields Bruckhaus Deringer (US) LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Fried, Frank, Harris, Shriver & Jacobson LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Gibson, Dunn & Crutcher LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Goodwin Procter LLP	Yes	No	No	Yes	Yes	Yes	No
Greenberg Traurig, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Greenspoon Marder LLP	Yes	Yes			Yes	Yes	No
Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Haynes and Boone, LLP	Yes		Yes	Yes	Yes	Yes	Yes
Hogan Lovells (US) LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Holland & Knight	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Holwell Shuster & Goldberg LLP	Yes	No	No	Yes	Yes	Yes	No
Hughes Hubbard & Reed LLP	Yes	Yes	Yes	Yes	DNO		Yes
Hunton Andrews Kurth LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Husch Blackwell LLP	Yes	No	Yes	Yes	Yes	Yes	No
Ice Miller LLP	Yes	Yes	Yes	Yes	DNO		No
Jackson Lewis P.C.	Yes	Yes		Yes			Yes
Jackson Walker LLP	Yes	Yes	Yes	Yes	No	No	No
Jenner & Block LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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Jones Day	Yes	No	No	Yes	Yes	Yes	Yes
K&L Gates LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Katten Muchin Rosenman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
King & Spalding LLP	Yes			Yes			Yes
Kirkland & Ellis LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Kobre & Kim LLP	Yes	No	No	Yes	Yes	Yes	Yes
Latham & Watkins LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Lewis Roca Rothgerber Christie LLP	Yes	Yes	No	Yes	Yes	Yes	No
Liberty Mutual Insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Linklaters LLP	Yes	Yes		Yes	Yes	Yes	Yes
Littler Mendelson P.C.	Yes	Yes	Yes	Yes	Yes		Yes
Locke Lord LLP	Yes	Yes	Yes	Yes	Yes	Yes	No
Loeb & Loeb LLP	Yes	Yes	No	Yes	No	Yes	Yes
Lowenstein Sandler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Major, Lindsey & Africa	Yes	Yes	No	Yes	Yes	Yes	Yes
Manatt, Phelps & Phillips, LLP	Yes	Yes	No	Yes	No	No	No
Mayer Brown LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
McDermott Will & Emery	Yes	Yes	Yes	Yes	Yes	Yes	Yes
McGuireWoods LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
McKool Smith	Yes	Yes	No	Yes	No	No	No
MetLife	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Milbank LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Montgomery McCracken Walker & Rhoads LLP	Yes	No	No	Yes	No	No	Yes
Morgan, Lewis and Bockius LLP	Yes	No	No	Yes	Yes	Yes	Yes
Morris, Nichols, Arsht & Tunnell LLP	Yes	Yes	No		Yes	Yes	No
Morris, Manning & Martin	Yes	No	Yes	Yes	Yes	Yes	No
Morrison & Foerster LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
Nelson Mullins Riley & Scarborough LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
New York City Law Department	Yes	Yes	No	Yes	Yes	Yes	Yes
New York County District Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Nixon Peabody LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Norton Rose Fulbright US LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
O'Melveny & Myers LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	Yes	Yes	No	Yes	DNO		Yes
Orrick, Herrington & Sutcliffe LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Paul Hastings LLP	Yes	Yes	Yes	Yes	DNO	No	Yes
Paul, Weiss, Rifkind, Wharton & Garrison LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Peace Corps	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Pepper Hamilton LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Perkins Coie LLP	Yes	Yes	Yes		Yes	Yes	Yes
Pillsbury Winthrop Shaw Pittman LLP	Yes	Yes		Yes	Yes	Yes	Yes

