


EMPLOYER LAW BLOG

Timm Schowalter Discusses Transgender Bathrooms on KMOX

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Sandberg Phoenix's Timm Schowalter was featured in a segment on KMOX's Total Information AM on September 2nd for a discussion on transgender bathroom use. Image Schowalter type unknown

In the wake of a recent case involving a female-identifying transgender teen using the female locker room at a Missouri high school, Total Information AM's Doug McElvein, Debbie Monterrey and Tom Ackerman hosted Sandberg Phoenix Shareholder Timm Schowalter, who shared his thoughts on the legal aspects of the subject, as recently highlighted in his blog entry [Employer Alert: OSHA Speaks Out on Transgender Bathroom Guidelines](#).

"All students have a right, under Title IX, to access the bathroom of their choice," Schowalter explained to the show's hosts. "It's going to end up in court. And that's where most of these issues are decided," he went on to say. "You have the administrative agencies – OSHA, EEOC, and the Department of Education clashing with the courts. Most of the times ... the court, when the issue gets there, will not enforce those guidelines."

Schowalter's interview was picked up by the local CBS affiliate and subsequently appeared on the Drudge Report. Timm regularly provides day-to-day counseling on a variety of employment and labor issues including employee leave of absences, wage and hour issues, union matters, and compliance with ADA, FMLA, WARN, OSHA, and federal and state employment discrimination laws, including Title IX. He also handles clients' day-to-day legal needs including drafting personnel policies, employment contracts, executive compensation agreements, severance agreements, safety manuals, affirmative action plans, non-competition and confidentiality agreements, employee handbooks, and comprehensive training programs.

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