

Discriminatory Dismissal at Multinational Pharmaceutical Company Highlights Gaps in LGBTQ+ Human Rights Protection

In a landmark case underscoring the challenges and discrimination faced by LGBTQ+ individuals in the workplace



Boston, Massachusetts Nov 16, 2023 ([IssueWire.com](https://www.issuewire.com)) - An ex-employee of Genzyme de Argentina S.A., a subsidiary of the global pharmaceutical group Sanofi, was found to be a victim of discriminatory employment practices related to his sexual orientation. The case, spotlighted by the unjust dismissal of the employee following his application for parental leave to care for his child born through surrogacy, has been decisively adjudicated by INADI (National Institute against Discrimination, Xenophobia, and Racism), affirming the discriminatory nature of the actions taken against him.

Leonardo, a Brazilian national and employee of Genzyme de Argentina S.A., confronted workplace injustice that raises significant concerns about corporate practices in safeguarding LGBTQ+ rights.

Married for 16 years to his partner Rodrigo, Leonardo experienced a challenging intersection of personal and professional life when, in May this year, the couple welcomed their son Matteo, conceived via surrogate gestation. Despite notifying the company of the imminent birth of his son and his intention to take parental leave, Leonardo was dismissed without just cause on February 13th, a mere 12 days after requesting his leave.

This incident, extensively covered by the news agency [Télam](#), highlights corporate failures in protecting LGBTQ+ workers' rights. Argentina's INADI, in its November 10, 2023, ruling, identified Leonardo's case as a clear instance of discriminatory conduct under Law No. 23.592 and related standards. INADI noted that the company's decision was implicitly grounded in biases based on Leonardo's sexual orientation, evidencing a lack of sensitivity and a punitive attitude by the employer. Leonardo's situation underscores the urgent need for companies to reevaluate their policies and practices to ensure an inclusive and fair workplace environment, free from discrimination.

Particularly in large corporations like Sanofi, fostering a culture of equality and respect, acknowledging and safeguarding the rights of all workers regardless of their sexual orientation or gender identity, is crucial. In an era where global concern about workplace discrimination, especially against the LGBTQ+ community, is on the rise, Leonardo's case stands out. Occurring in Argentina, a country noted for significant strides in LGBTQ+ rights, it highlights the stark contrast between legal progress and corporate practices.

This case serves as a wake-up call for proactive corporate action to prevent such injustices in the future. It is imperative for corporations like Sanofi to lead by example, revising and reinforcing their equality and non-discrimination policies to ensure the protection and respect of all their employees. INADI DECISION: [Link](#)

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