



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

FREE-EQUAL – November 14, 2023 – In a landmark case underscoring the challenges faced by LGBTQ+ individuals in the workplace, 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: <https://1drv.ms/f/s!ArBychWKlhJ-ges9sgWdHK2tPA2fAQ>

Contact: Free-Equal Content , **E-mail:** contact@free-equal.com, **Website:** free-equal.com

PRESS RELEASE



ABOUT FREE-EQUAL

Free-Equal is dedicated to creating a world where every individual is respected and cherished, embracing their identity irrespective of gender, sexuality, or family structure. We believe that diversity is not just a strength but also a profound source of joy. Our dream is a society where diversity in all its forms is celebrated and upheld. As a digital-first and AI-driven organization, we place human rights at the forefront of our technological endeavours. Our approach is marked by agility and innovation, utilizing advanced tools and data analytics to advocate effectively for diverse families facing barriers due to their family structures. We harness technology not just as a tool but as an ally in our fight for equality and justice. We champion the cause of diverse families who often confront biases and obstacles because of their unique family dynamics. Our work is empowered by the support of individuals and organizations who share our vision of a more inclusive world.

DISCLAIMER

This press release is intended for informational purposes only and does not necessarily represent the views or endorsements of Free-Equal or any other parties mentioned herein. The information is provided "as is" without warranty of any kind, express or implied, and is subject to change without notice. The statements and opinions expressed in this release are those of the author(s) and may not reflect the views of the entities they represent. The details regarding the case, including the INADI decision, are based on publicly available information and should not be considered as legal advice or a comprehensive review of the case. The links to external sources are provided for convenience and informational purposes only; Free-Equal is not responsible for the content or accuracy of external websites. This press release may contain forward-looking statements that involve risks and uncertainties. Free-Equal cautions readers that actual results or events could differ materially from those indicated by these forward-looking statements. For further inquiries, clarification, or additional information regarding this press release or the activities of Free-Equal, please contact our media relations team at contact@free-equal.com or visit our website at free-equal.com.