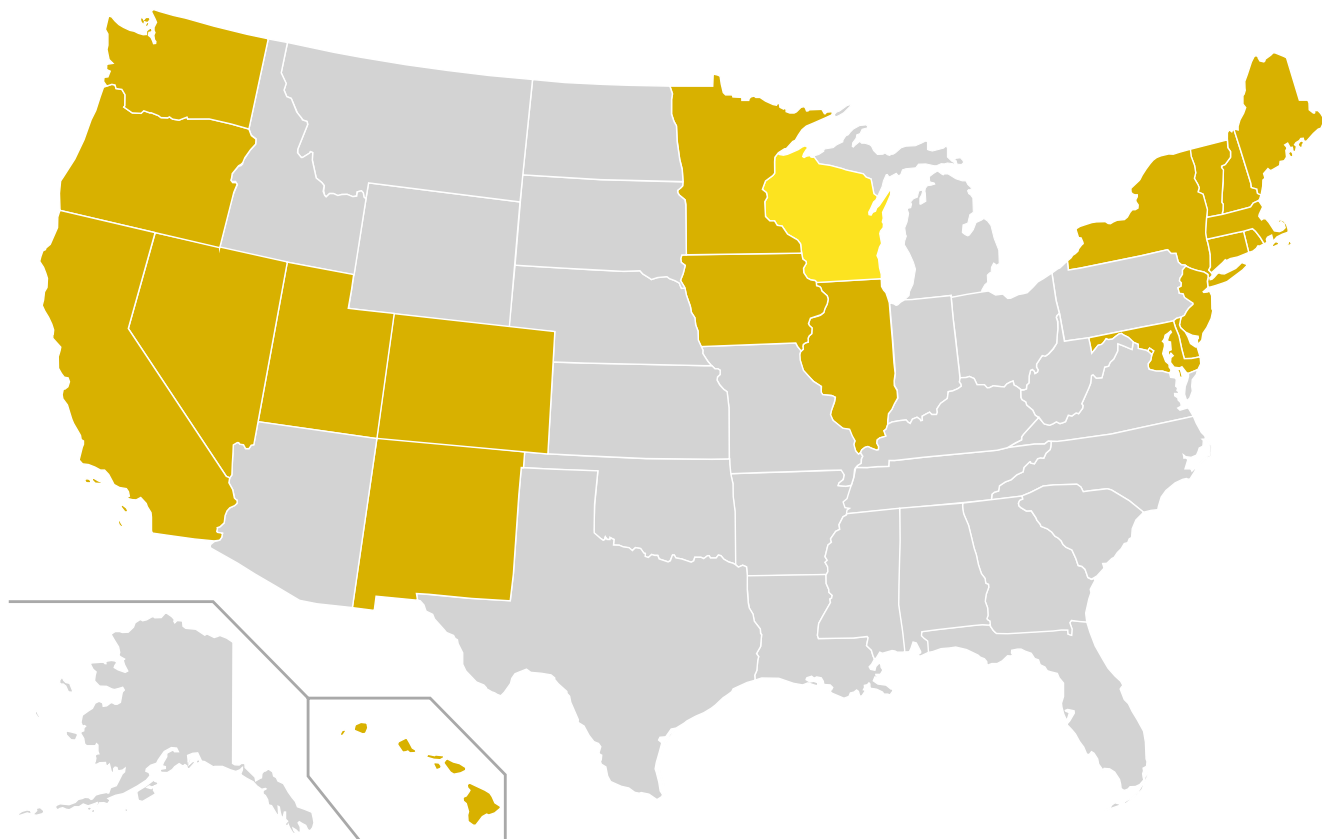




# HOUSING



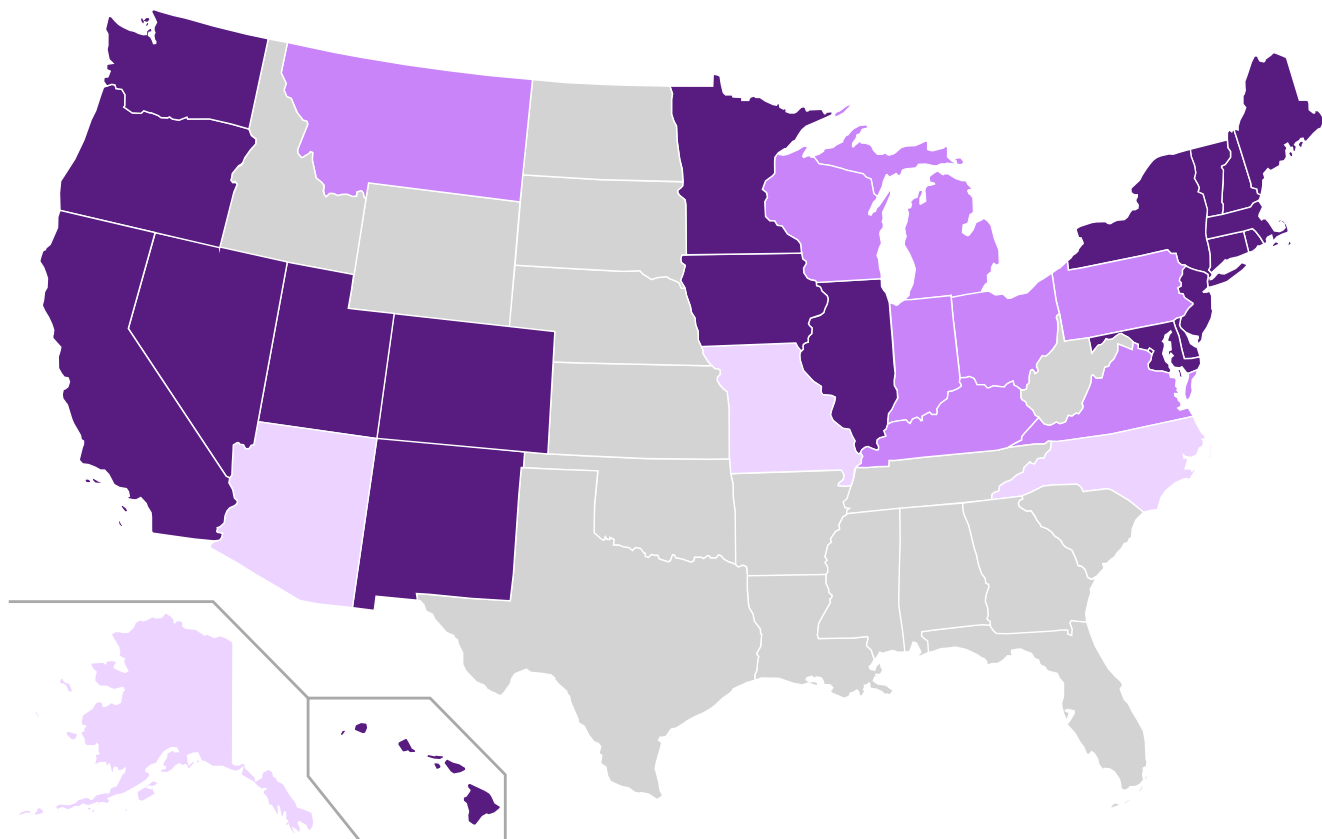
Updated June 11, 2018

- Prohibit discrimination based on sexual orientation and gender identity** (21 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Utah, Vermont, Washington
- Prohibit discrimination based on sexual orientation only** (1 state): Wisconsin

**Federal Requirements:** The Department of Housing and Urban Development (HUD) requires grantees and participants of HUD programs to comply with local and state non-discrimination laws that include sexual orientation and gender identity. HUD also prohibits inquiries regarding the sexual orientation or gender identity of a prospective tenant or applicant for assisted housing in every state.



# EMPLOYMENT



Updated January 28, 2019

The Federal Equal Employment Opportunity Commission is currently accepting complaints of sexual orientation and gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.

\*State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida.

\*North Carolina's executive order enumerates sexual orientation and gender identity. However, this order has a bathroom carve out for transgender employees making the executive order not fully-inclusive.

**Prohibit discrimination based on sexual orientation and gender identity** (21 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Utah, Vermont, Washington

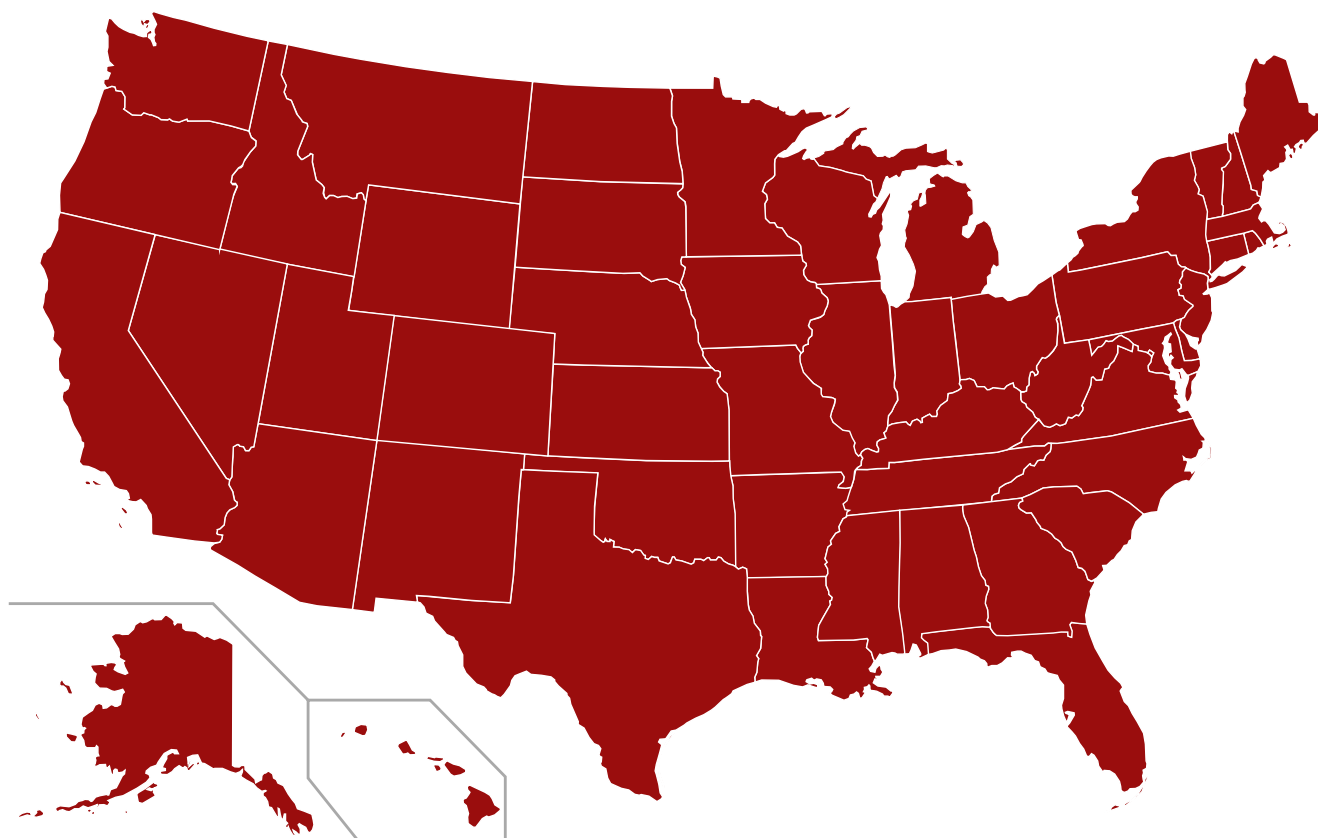
**Prohibit discrimination based on sexual orientation only**

**Prohibit discrimination against public employees based on sexual orientation and gender identity** (8 states): Indiana, Kentucky, Michigan, Montana, Ohio, Pennsylvania, Virginia, Wisconsin

**Prohibit discrimination against public employees based on sexual orientation only** (4 states): Alaska, Arizona, Missouri, North Carolina



# MARRIAGE EQUALITY & OTHER RELATIONSHIP RECOGNITION



Updated April 25, 2017

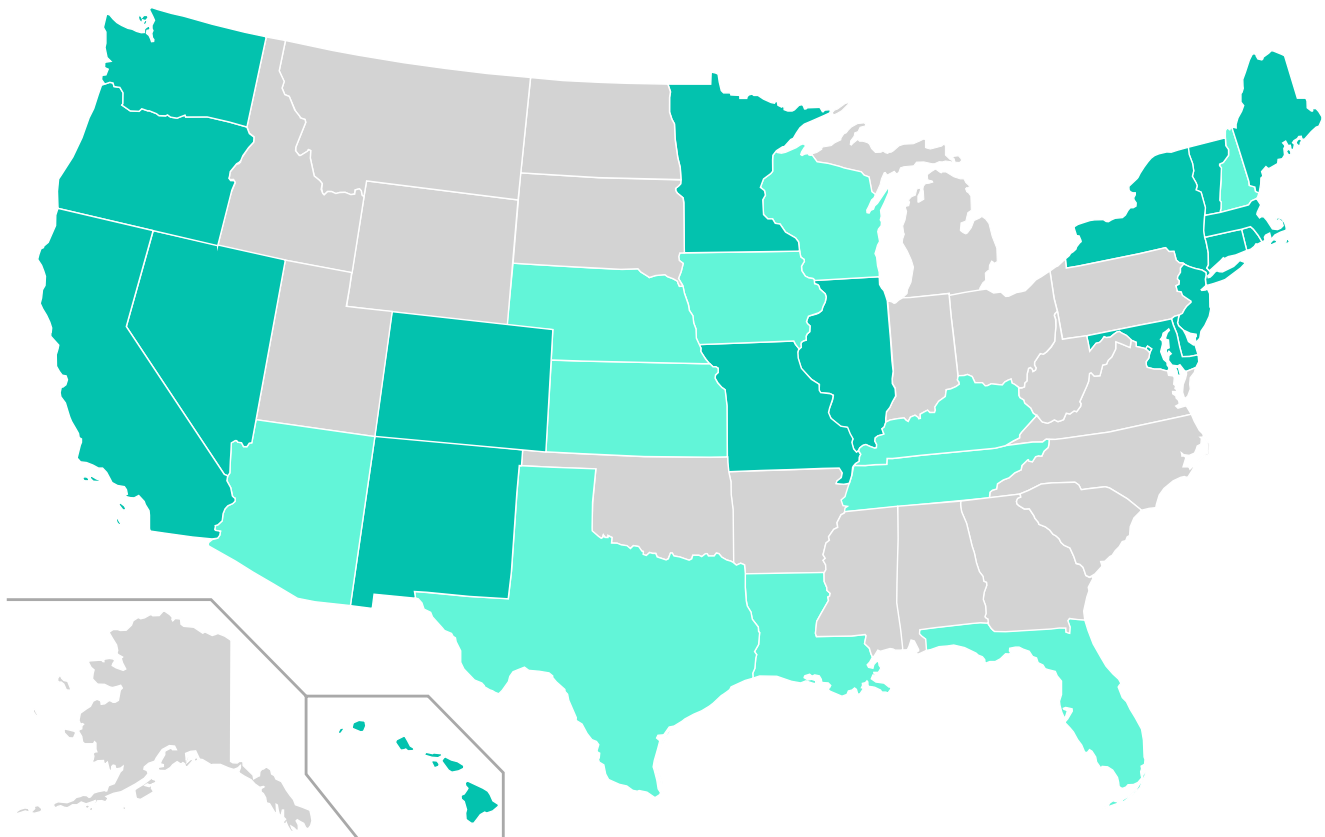
- Issue marriage licenses to same-sex couples** (50 states & D.C.): Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, Wyoming
- Same-sex couples legally married prior to a court stay**

- Historical Category: Provided comprehensive civil unions or domestic partnerships prior to issuing marriage licenses to same-sex couples**
- Historical Category: Provided limited statewide spousal rights prior to issuing marriage licenses to same-sex couples**

\*States that, in addition to marriage equality, provide either civil unions or domestic partnerships to same-sex couples within the state (9 states and D.C.): California (domestic partnerships), Colorado (civil unions), District of Columbia (domestic partnerships), Hawaii (civil unions), Illinois (civil unions), Maine (limited domestic partnerships), Nevada (domestic partnerships), New Jersey (civil unions), Oregon (domestic partnerships), Washington (limited domestic partnerships) and Wisconsin (domestic partnerships).



# HATE CRIMES



Updated January 30, 2019

All but five states (Arkansas, Georgia, Indiana, South Carolina and Wyoming) have laws addressing the scourge of hate crimes, but there is variation in the list of protected classes. The laws that address hate or bias crimes against LGBT people are as follows.

\*Laws lacking LGBT inclusion: States that have a law that addresses hate or bias crimes based, but do not address sexual orientation or gender identity (15 states): Alabama, Alaska, Idaho, Michigan, Mississippi, Montana, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, South Dakota, Utah (no categories listed), Virginia and West Virginia.

\*\*Data Collection Only: Indiana (sexual orientation), Michigan (sexual orientation) and Rhode Island (gender identity).



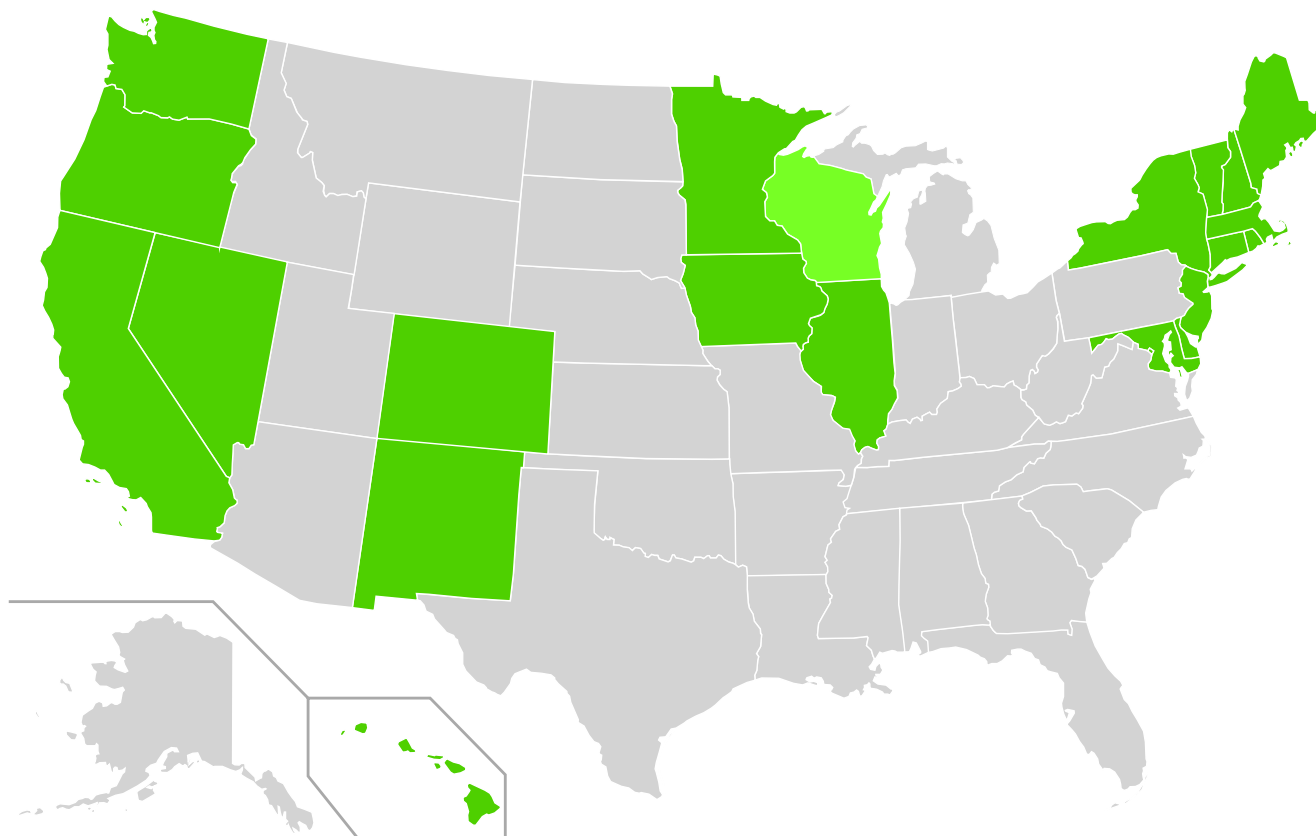
**Address hate or bias crimes based on sexual orientation and gender identity** (19 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Maine, Maryland, Massachusetts, Minnesota, Missouri, Nevada, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont, Washington



**Address hate or bias crimes based on sexual orientation only** (11 states): Arizona, Florida, Iowa, Kansas, Kentucky, Louisiana, Nebraska, New Hampshire, Tennessee, Texas, Wisconsin



# PUBLIC ACCOMMODATIONS



Updated June 11, 2018

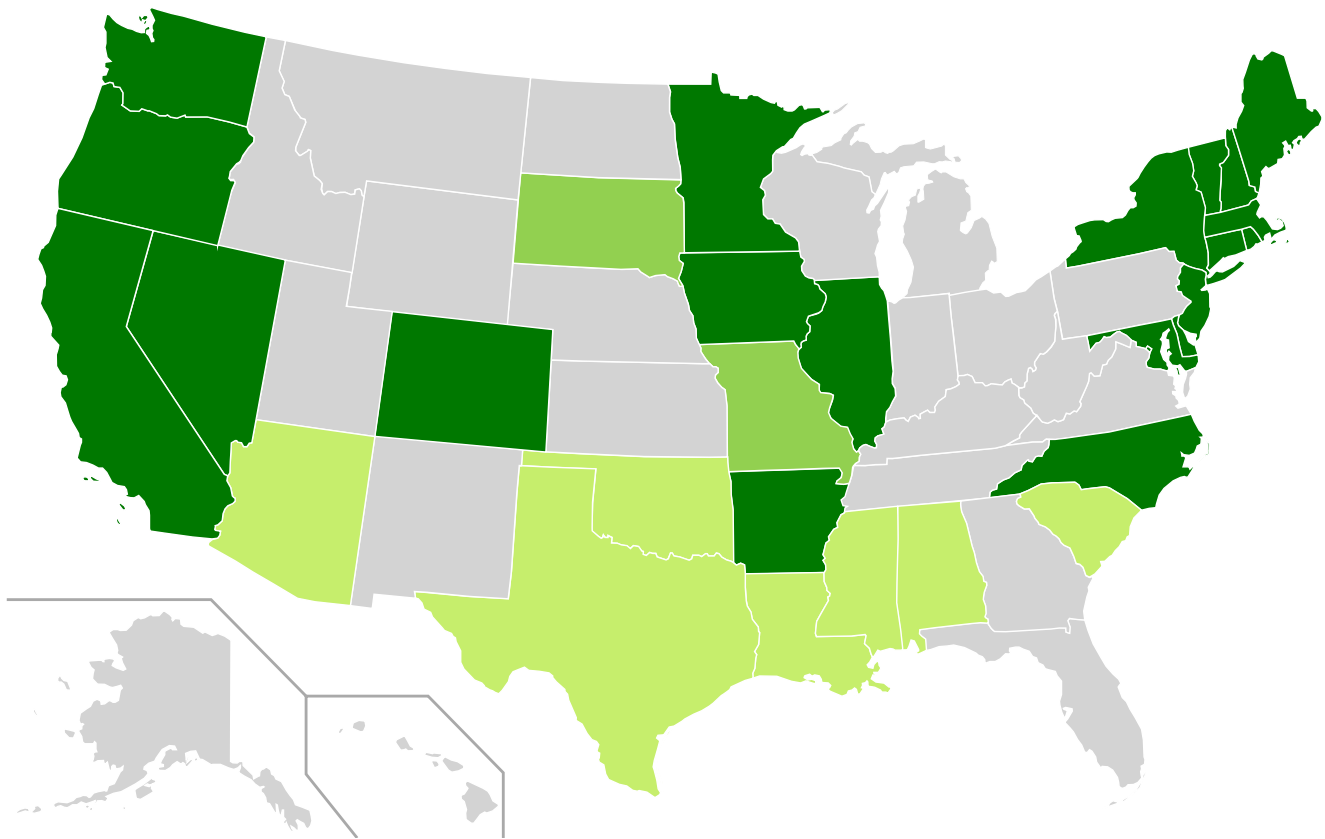
Public accommodations refers to both governmental entities and private businesses that provide services to the general public such as restaurants, movie theaters, libraries and shops. It does not encompass private clubs that have a membership or dues process.

**Prohibit discrimination based on sexual orientation and gender identity** (20 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont, Washington

**Prohibit discrimination based on sexual orientation only** (1 state): Wisconsin



# SCHOOL ANTI-BULLYING



Updated January 15, 2019

Many states explicitly address harassment and/or bullying of elementary and high school students, though not all are LGBTQ inclusive. These protections can be in the form of statutory law, regulation or ethical codes of conduct for teachers. The states that explicitly address these issues for LGBTQ students are as follows.

\* Regulations and Ethical Codes of Conduct: States with school regulation or ethical code for teachers that addresses harassment and/or bullying of students based on sexual orientation (3 states): New Mexico (regulation), Pennsylvania (regulation) and Utah (code of ethics). States with school regulation or ethical code for teachers that addresses discrimination, harassment and/or bullying of students based on both sexual orientation and gender identity (2 states): Hawaii (regulation) and West Virginia (regulation).

\*\* Policies/No Categories: States that prohibit bullying in schools but list no categories of protection (25 states): Alabama, Alaska, Arizona, Florida, Georgia, Idaho, Indiana, Kansas, Kentucky, Louisiana, Michigan, Mississippi, Missouri, Nebraska, Nevada, North Dakota, Ohio, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Virginia, Wisconsin and Wyoming.

Please note that the quality of anti-bullying laws varies drastically from state to state. This map is only a reflection of the existence of such laws and policies.



**Address harassment and/or bullying of students based on sexual orientation and gender identity (20 states & D.C.):**

Arkansas, California, Colorado, Connecticut, Delaware, District of Columbia, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New York, North Carolina, Oregon, Rhode Island, Vermont, Washington



**Restrict the inclusion of LGBTQ topics in schools (7 states):** Alabama, Arizona, Louisiana, Mississippi, Oklahoma, South Carolina,



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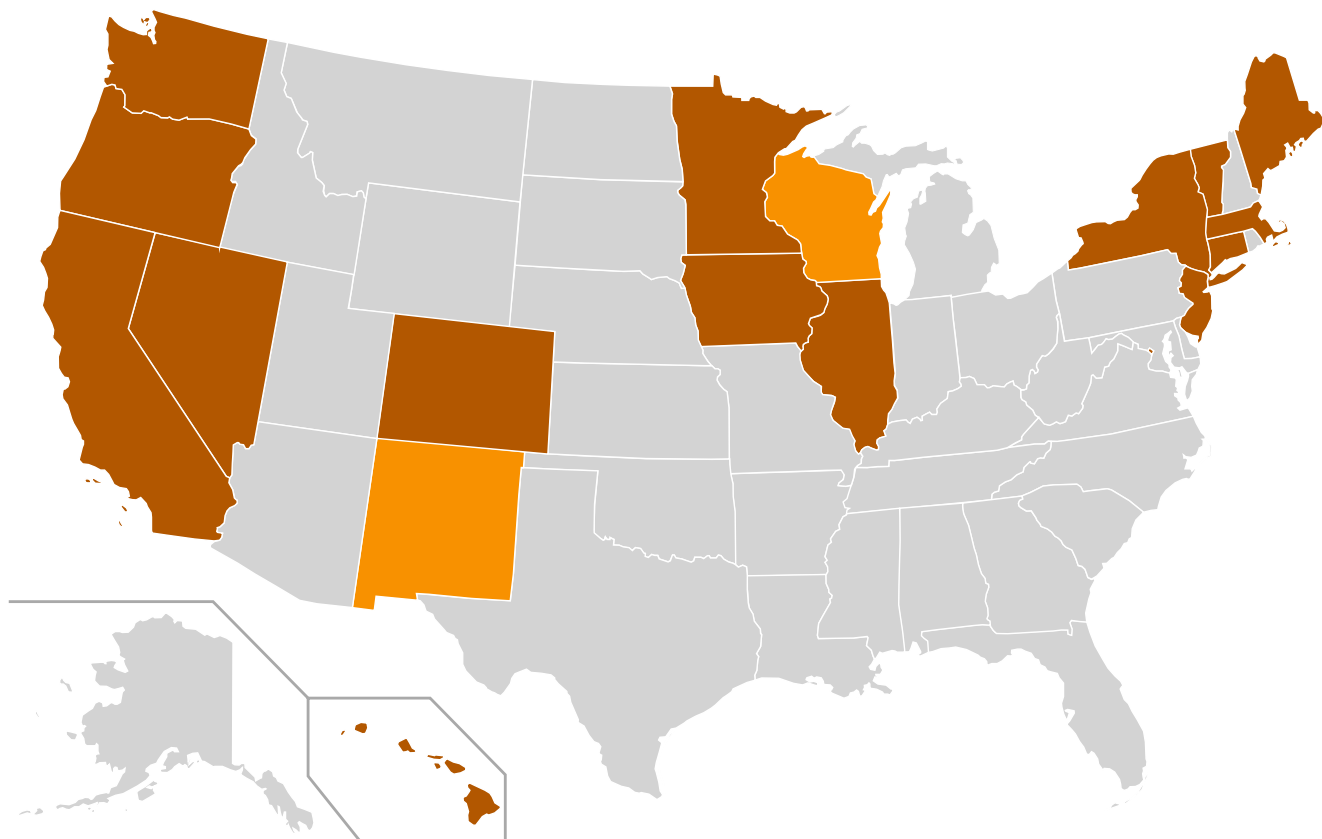
Texas

# SCHOOL ANTI-BULLYING

**Prevents school districts from specifically protecting LGBTQ students** (2 states): Missouri, South Dakota





# EDUCATION



Updated January 15, 2019

Increasingly, states are explicitly addressing discrimination against LGBTQ elementary and high school students. This map indicates state laws that prohibit discrimination against students in public education on the basis of sexual orientation or gender identity. The states that explicitly address discrimination against LGBTQ students are shown.

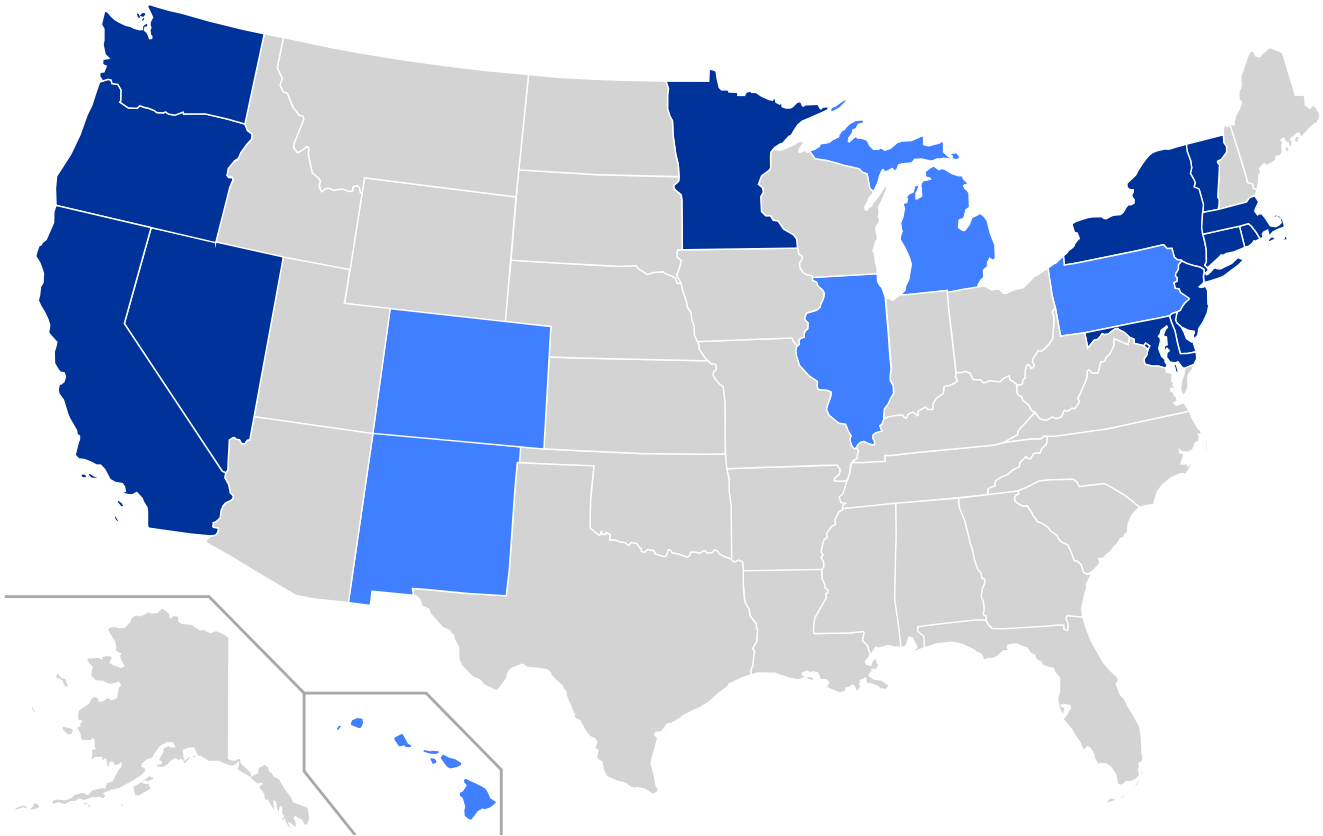
-  **Address discrimination against students based on sexual orientation and gender identity** (15 states & D.C.): California, Colorado, Connecticut, District of Columbia, Hawaii, Illinois, Iowa, Maine, Massachusetts, Minnesota, Nevada, New Jersey, New York, Oregon, Vermont, Washington
-  **Address discrimination against students based on sexual orientation only** (2 states): New Mexico, Wisconsin





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# TRANSGENDER HEALTHCARE



Updated January 15, 2019



**Bans insurance exclusions for transgender health care** (6 states): Colorado, Hawaii, Illinois, Michigan, New Mexico, Pennsylvania



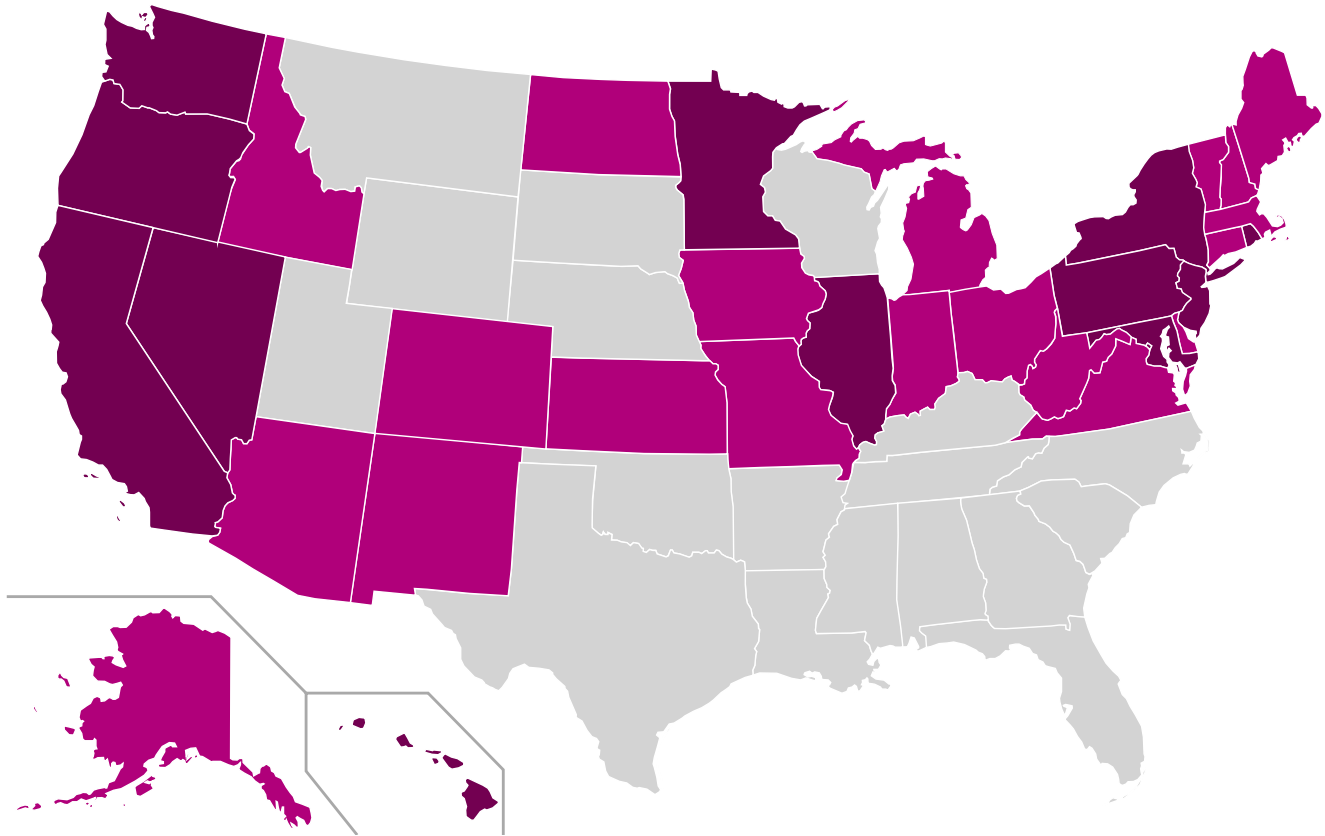
**Provides transgender-inclusive health benefits for state employees**



**Both bans on insurance exclusions for transgender healthcare and provide transgender inclusive health benefits for state employees** (13 states & D.C.): California, Connecticut, Delaware, District of Columbia, Maryland, Massachusetts, Minnesota, Nevada, New Jersey, New York, Oregon, Rhode Island, Vermont, Washington



# GENDER MARKER UPDATES ON IDENTIFICATION DOCUMENTS



Updated March 05, 2019



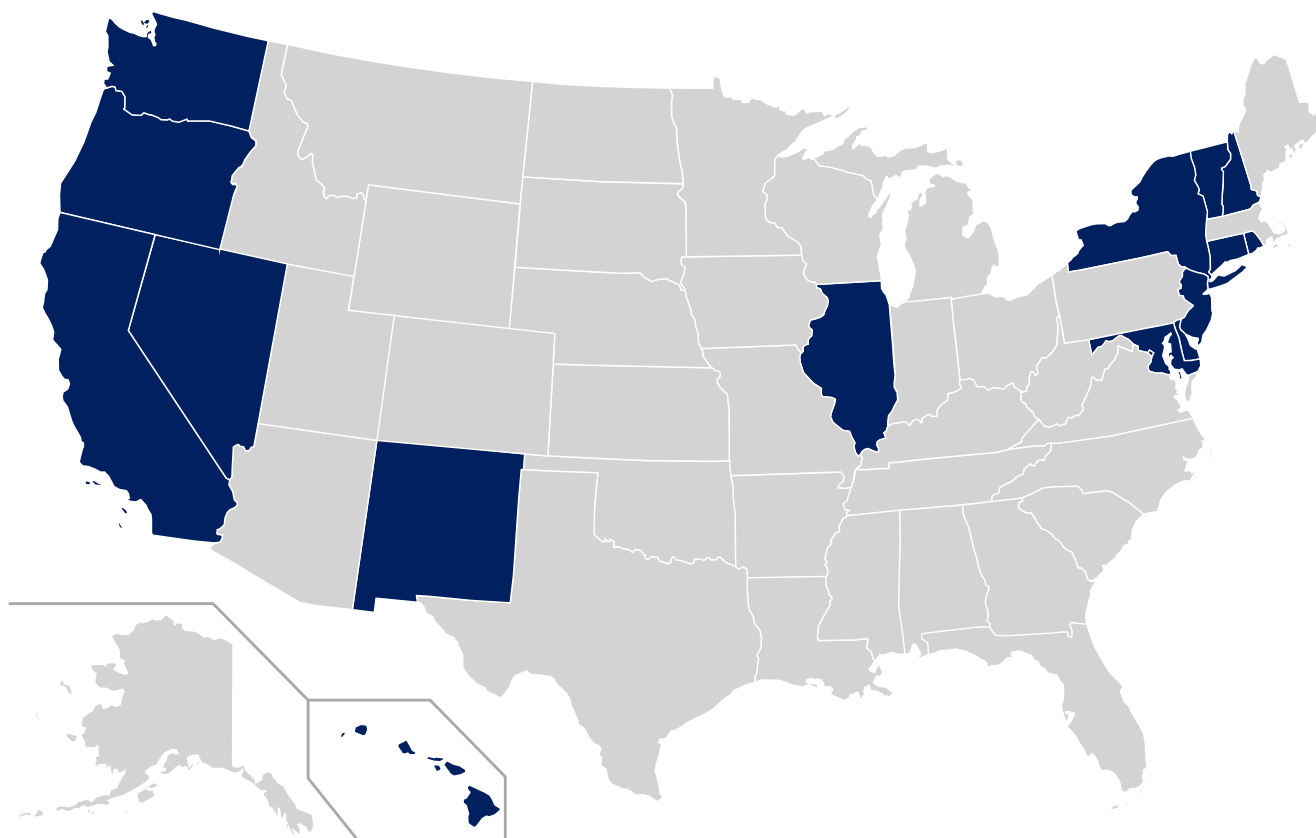
**Facilitate gender marker update on driver's licenses only** (20 states): Alaska, Arizona, Colorado, Connecticut, Delaware, Idaho, Indiana, Iowa, Kansas, Maine, Massachusetts, Michigan, Missouri, New Hampshire, New Mexico, North Dakota, Ohio, Vermont, Virginia, West Virginia



**Facilitate gender marker update on birth certificates only**



**Facilitate gender marker update on both birth certificates and driver's licenses** (12 states & D.C.): California, District of Columbia, Hawaii, Illinois, Maryland, Minnesota, Nevada, New Jersey, New York, Oregon, Pennsylvania, Rhode Island, Washington



This map indicates states that protect LGBTQ youth from conversion therapy through licensing restrictions which prevent licensed mental health service professionals from conducting conversion therapy on youth under age 18.

NY State Department of Health - regulations declaring that conversion therapy is not covered by the New York State Medicaid plan since it is never medically necessary care.

**State Protects Youth From So-Called "Conversion Therapy"** (15 states & D.C.): California, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Maryland, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont, Washington



# CONVERSION THERAPY