

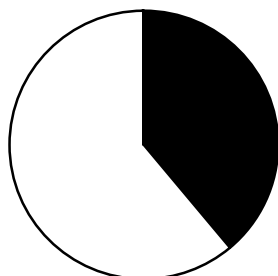
Jurisdictions with Explicitly Transgender-Inclusive Nondiscrimination Laws

National Gay and Lesbian Task Force



■ U.S. Population Covered by a Transgender-Inclusive
Nondiscrimination Law: 110,163,314 = 39%

□ U.S. Population Not Covered = 61%
(Total U.S. Population: 281,421,906)



STATE LAWS (13 and D.C.)

California – 33,871,648	Maine – 1,274,923
Colorado – 4,301,261	Minnesota – 4,919,479
District of Columbia – 572,059	New Jersey – 8,414,350
Hawai`i – 1,211,537 (housing and public accommodations only)	New Mexico – 1,819,046
Illinois – 12,419,293	Oregon – 3,421,399
Iowa – 2,926,324	Rhode Island – 1,048,319
	Vermont – 608,827
	Washington – 5,894,121

CITY AND COUNTY LAWS (108)

In Arizona Tucson: 486,699	In Illinois Carbondale: 20,681 Champaign: 67,518 Cook County: 5,376,741 Incl. Chicago: 2, 896,016 Decatur: 81,860 DeKalb: 39,018 Evanston: 74,239 Peoria: 112,936 Springfield: 111,454 Urbana: 36,395	In Maryland Baltimore: 651,154 Montgomery County: 873,341	In New York Albany: 95,658 Buffalo: 292,648 New York City: 8,008,278 Rochester: 219,773 Suffolk County: 1,419,369 Tompkins County: 96,501 Incl. Ithaca: 28,775	In Pennsylvania, con't: Harrisburg: 48,950 Lansdowne: 11,044 New Hope: 2,252 Philadelphia: 1,517,550 Pittsburgh: 334,563 Scranton: 76,415 State College: 38,420 Swarthmore: 6,170 West Chester: 17,861 York: 40,862
In California Los Angeles: 3,694,820 Oakland: 339,337 San Francisco: 776,733 San Diego: 1,223,400 Santa Cruz County: 55,602 Incl. Santa Cruz: 54,593 West Hollywood: 35,716	In Indiana Bloomington: 69,291 Indianapolis/Marion County ¹ : 781,870	In Massachusetts Boston: 589,141 Cambridge: 101,355 Northampton: 28,978	In Ohio Cincinnati: 331,285 Dayton: 166,179 Oxford: 21,943 Shaker Heights: 29,405 Toledo: 313,619	In South Carolina Columbia: 116,278
In Colorado Boulder: 94,673 Denver: 554,636	In Iowa Decorah: 8,172 Iowa City: 62,220 Johnson County: 21,559 ² Waterloo: 68,474	In Michigan Ann Arbor: 114,024 Detroit: 951,270 East Lansing: 46,525 Ferndale: 22,105 Grand Rapids: 197,800 Hamtramck: 22,976 Huntington Woods: 6,151 Lansing: 119,128 Saugatuck city: 3,590 Saugatuck twshp: 1,065 Ypsilanti: 22,362	In Oregon Beaverton: 76,129 Bend: 52,029 Benton County: 78,153 Corvallis: 52,950 Hillsboro: 70,186 Lake Oswego: 35,278 Lincoln City: 7,437 Multnomah County ² : 660,486 Incl. Portland: 529,121 Salem: 136,924	In Texas Austin: 656,562 Dallas: 1,188,580 El Paso: 563,662
In Florida Broward County: 1,623,018 Gainesville: 95,447 Gulfport: 12,527 Miami Beach: 87,933 Monroe County: 79,589 Incl. Key West: 25,478 Palm Beach County: 1,131,184 Inc. W. Palm Bch: 82,103 Inc. Lake Worth: 35,133	In Kentucky Covington: 43,370 Jefferson County ¹ : 693,604 Incl. Louisville ¹ : 256,231 Lexington-Fayette Urban County: 260,512	In Minnesota Minneapolis: 382,618 St. Paul: 287,151	In West Virginia Charleston: 53,421	In Washington King County: 1,737,034 Incl. Burien: 31,881 Incl. Seattle: 563,374 Olympia: 42,514 Tacoma: 193,556
In Georgia Atlanta: 416,474	In Louisiana New Orleans: 484,674	In Missouri Kansas City: 441,545 University City: 37,428	In Pennsylvania Allentown: 106,632 Easton: 26,263 Erie County: 280,843	In Wisconsin Madison: 208,054 Milwaukee: 596,974

¹Metro Louisville, the merged Louisville and Jefferson County government, repassed and combined these laws in 2004 to apply to Metro Louisville. Indianapolis and Marion County's shared governmental structure passed this law.

²The law passed in Johnson County only applies to unincorporated areas of the county, population 21,559, although the national statistics are unaffected because Iowa now has a statewide law. 2,135 Portlanders live outside of Multnomah County and that 2,274 Lake Oswegoans live inside of Multnomah County, however this doesn't affect the national statistics because Oregon now has a statewide law.

NOTE: Only laws that reach private entities are included above. Additional states and cities have policies against discrimination against public employees. The most recent version of this fact sheet is available on the transgender issues section of www.thetaskforce.org. Population data from 2000 Census. Last updated July 2008.

Assembly committee: Commerce and Labor
Exhibit: K Page 1 of 3 Date: 03/25/11
Submitted by: Kathleen Delaney



Explicitly Transgender-Inclusive State Non-Discrimination Laws (13 States and D.C.)

California (2003)

Cal. Gov't Code § 12926(p):

"Sex" includes, but is not limited to, pregnancy, childbirth, or medical conditions related to pregnancy or childbirth. "Sex" also includes, but is not limited to, a person's gender, as defined in Section 422.56 of the Penal Code.

Cal. Penal Code, § 422.56:

"Gender" means sex, and includes a person's gender identity and gender related appearance and behavior whether or not stereotypically associated with the person's assigned sex at birth.

Colorado (2007)

Colo. Rev. Stat. § 24-34-401(7.5):

"Sexual orientation" means a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or an employer's perception thereof.

District of Columbia (2005)

D.C. Code § 2-1401.02:

"Gender identity or expression" means a gender-related identity, appearance, expression, or behavior of an individual, regardless of the individual's assigned sex at birth.

Hawai'i (discrimination in housing (2005) and public accommodations (2006) only)

Haw. Rev. Stat. §§ 515-2 and 489-2:

"Gender identity or expression" includes a person's actual or perceived gender, as well as a person's gender identity, gender-related self-image, gender-related appearance, or gender-related expression, regardless of whether that gender identity, gender-related self-image, gender-related appearance, or gender-related expression is different from that traditionally associated with the person's sex at birth.

Illinois (2005)

775 Ill. Comp. Stat. 5/1-102:

"Sexual orientation" means actual or perceived heterosexuality, homosexuality, bisexuality, or gender-related identity, whether or not traditionally associated with the person's designated sex at birth. "Sexual orientation" does not include a physical or sexual attraction to a minor by an adult.

Iowa (2007)

Iowa Code § 216.2(9A):

"Gender identity" means a gender-related identity of a person, regardless of the person's assigned sex at birth

Maine (2005)

Me. Rev. Stat. Ann. tit. 5, § 4553(9-C):

"Sexual orientation" means a person's actual or perceived heterosexuality, bisexuality, homosexuality or gender identity or expression.

Minnesota (1993)

Minn. Stat. Ann. § 363A.03(44):

"Sexual orientation means having or being perceived as having an emotional, physical, or sexual attachment to another person without regard to the sex of that person or having or being perceived as having an orientation for such attachment, or having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness. "Sexual orientation" does not include a physical or sexual attachment to children by an adult.

New Jersey (2006)

N.J. Rev. Stat. § 10:5-5(rr):

"Gender identity or expression" means having or being perceived as having a gender related identity or expression whether or not stereotypically associated with a person's assigned sex at birth.

New Mexico (2003)

N.M. Stat. § 28-1-2(Q):

"Gender identity" means a person's self-perception, or perception of that person by another, of the person's identity as a male or female based upon the person's appearance, behavior or physical characteristics that are in accord with or opposed to the person's physical anatomy, chromosomal sex or sex at birth.

Oregon (2007)

Or. Rev. Stat. § 174.100(6):

"Sexual orientation" means an individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated with the individual's sex at birth.

Rhode Island (2001)

R.I. Gen. Laws § 11-24-2.1(l):

The term "gender identity or expression" includes a person's actual or perceived gender, as well as a person's gender identity, gender-related self image, gender-related appearance, or gender-related expression; whether or not that gender identity, gender-related self image, gender-related appearance, or gender-related expression is different from that traditionally associated with the person's sex at birth.

Vermont (2007)

Vt. Stat. Ann. tit. 1 § 144:

"Gender identity" means an individual's actual or perceived gender identity, or gender-related characteristics intrinsically related to an individual's gender or gender-identity, regardless of the individual's assigned sex at birth.

Washington State (2006)

Rev. Code Wash. § 49.60.040 (15):

"Sexual orientation" means heterosexuality, homosexuality, bisexuality, and gender expression or identity. As used in this definition, "gender expression or identity" means having or being perceived as having a gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth.