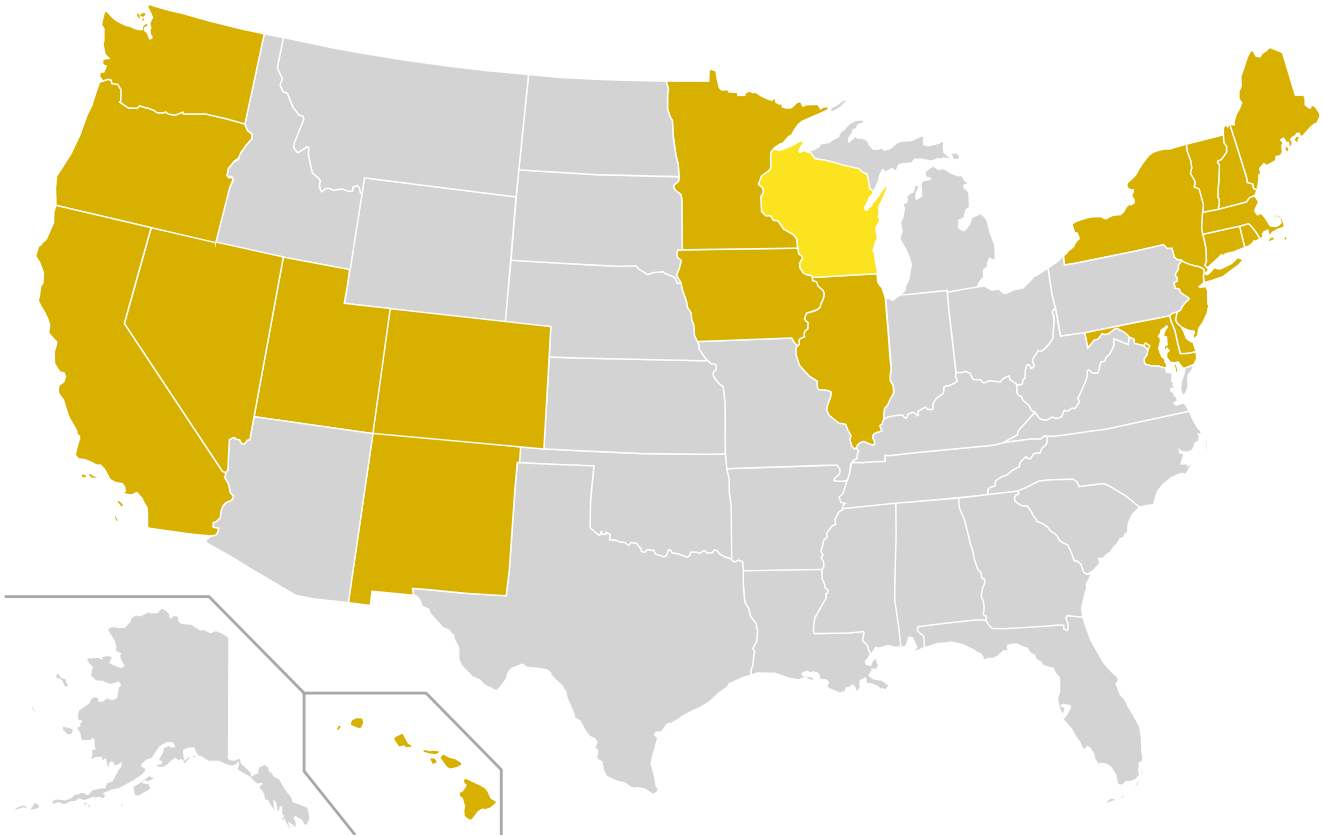




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HOUSING



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

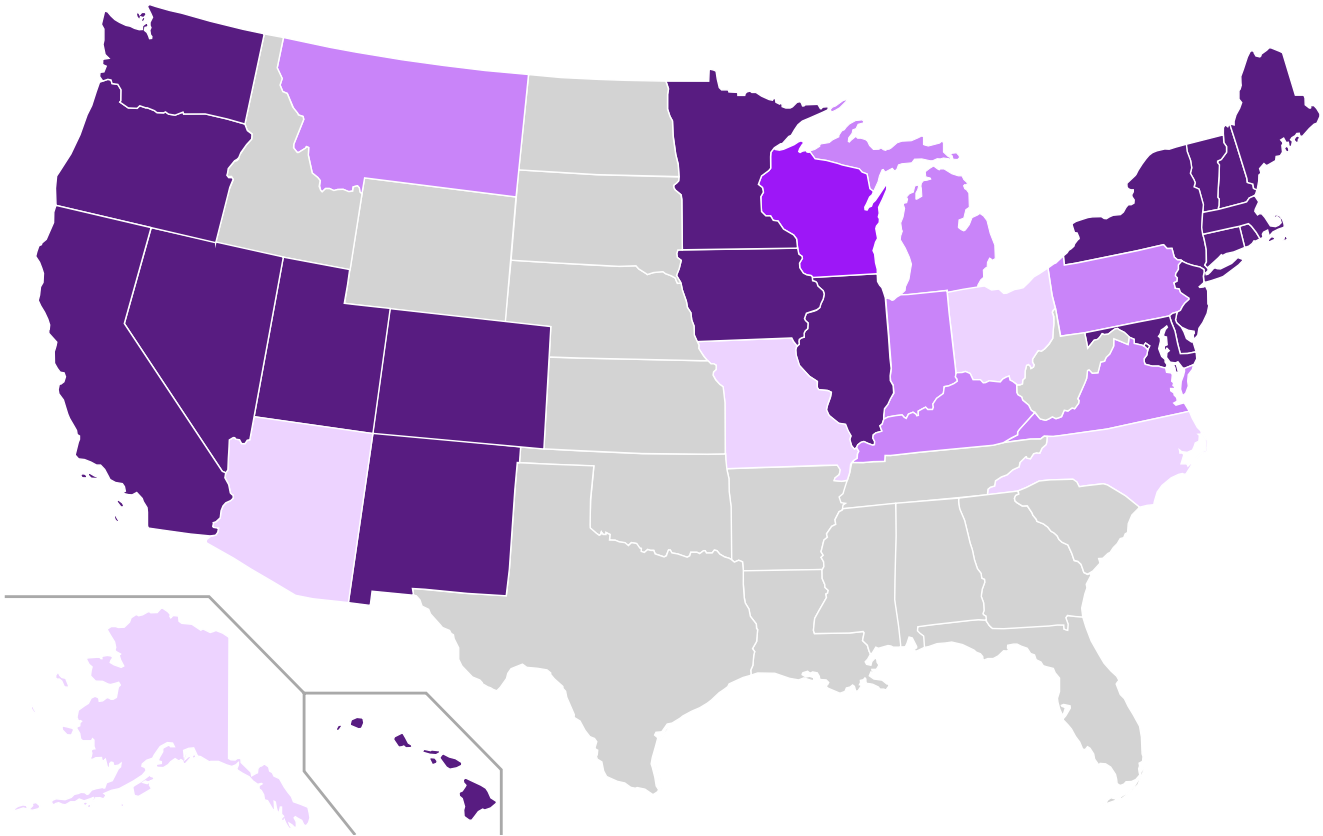
Prohibit discrimination based on sexual orientation only (1 state): Wisconsin

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.



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EMPLOYMENT



Updated June 11, 2018

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 and New York.

*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 (1 state): Wisconsin



Prohibit discrimination against public employees based on sexual orientation and gender identity (6 states): Indiana, Kentucky, Michigan, Montana, Pennsylvania, Virginia

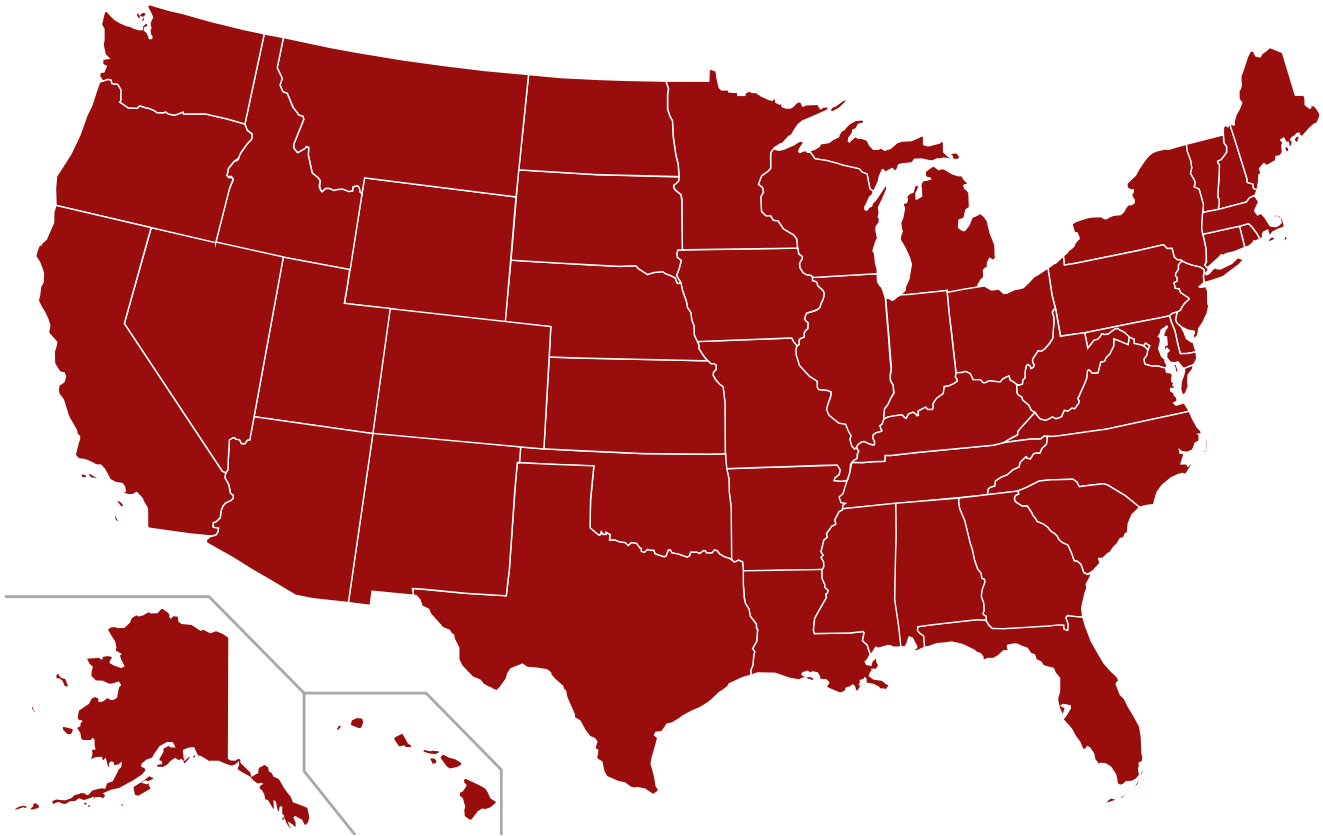


Prohibit discrimination against public employees based on sexual orientation only (5 states): Alaska, Arizona, Missouri, North Carolina, Ohio



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MARRIAGE EQUALITY & OTHER RELATIONSHIP RECOGNITION



Updated April 25, 2017

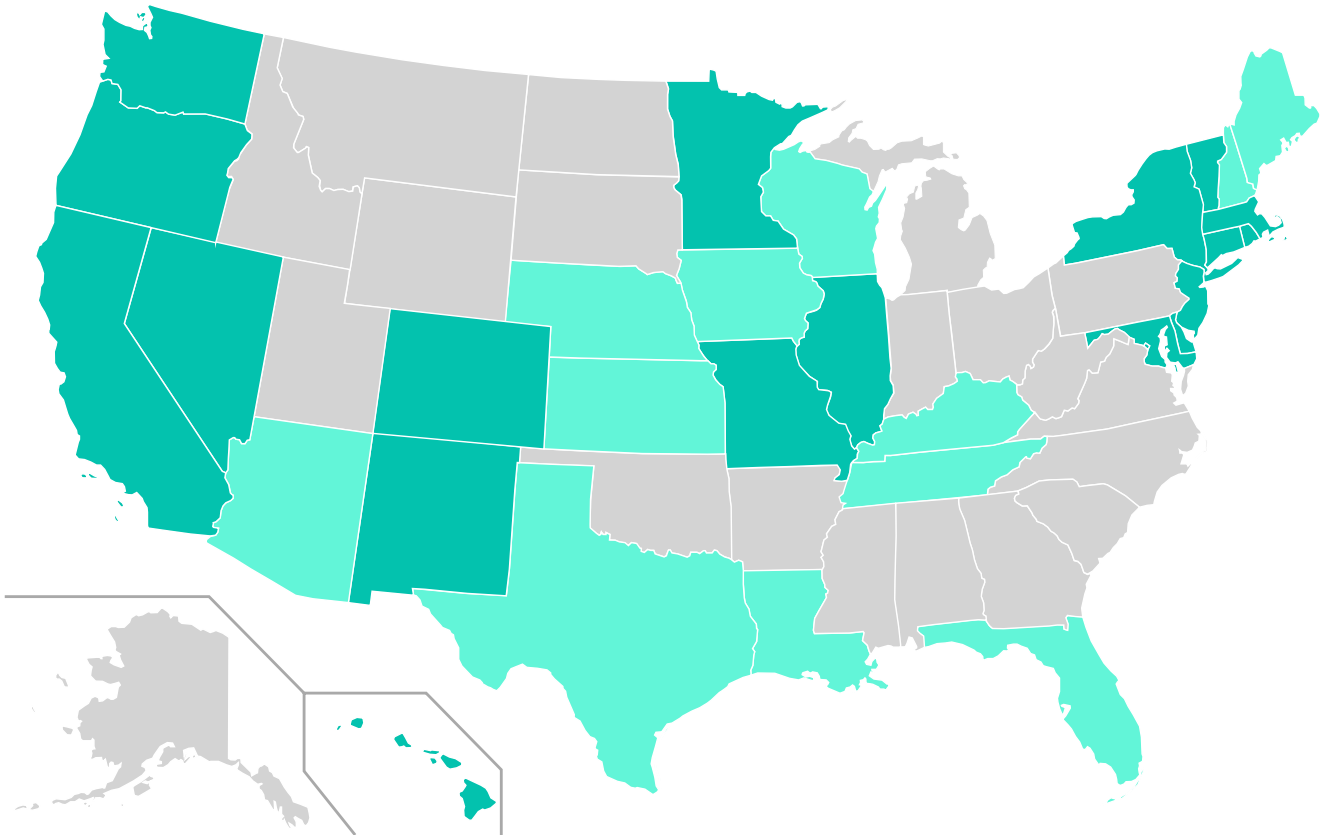
-  **Issue marriage licenses to same-sex couples** (50 states & D.C.): Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, 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).



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HATE CRIMES



Updated December 01, 2017

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 (18 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Maryland, Massachusetts, Minnesota, Missouri, Nevada, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont, Washington

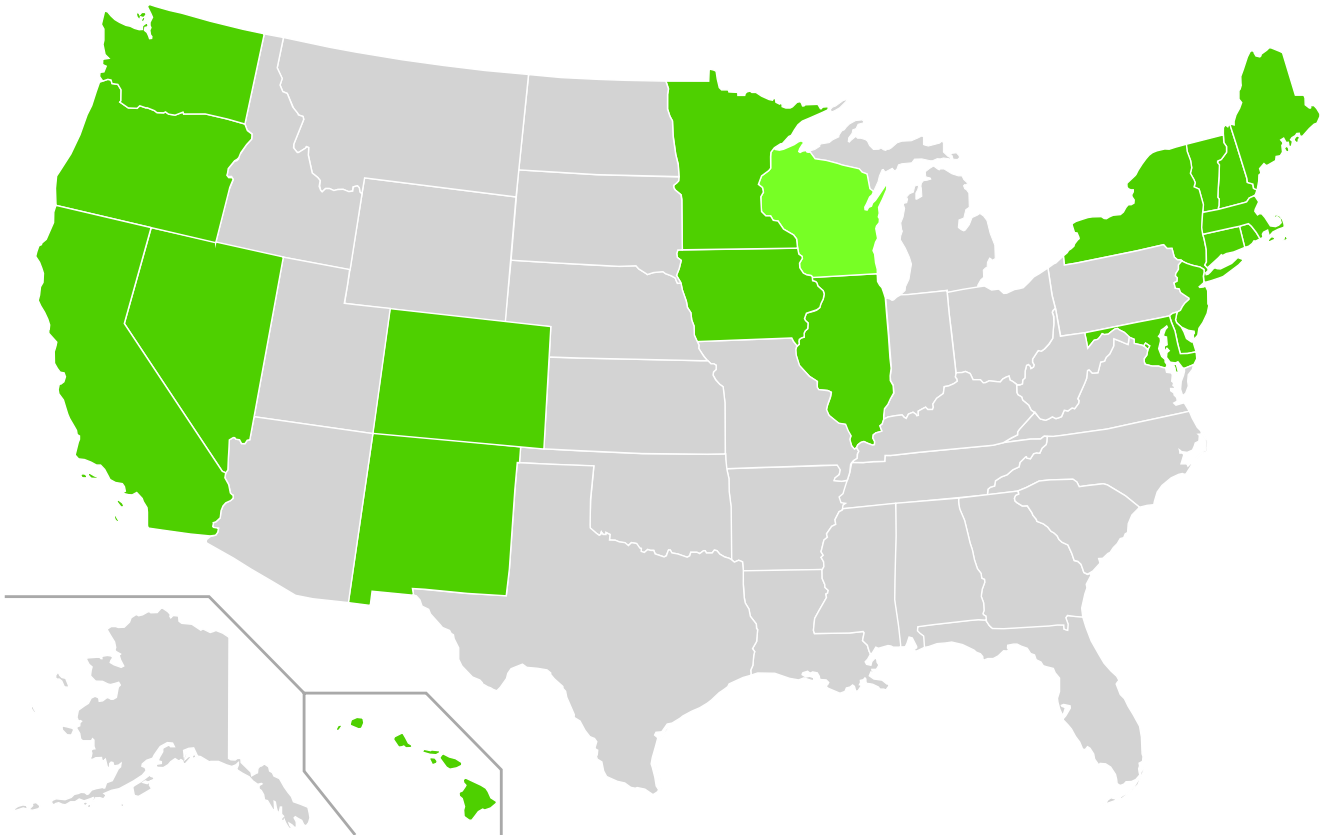


Address hate or bias crimes based on sexual orientation only (12 states): Arizona, Florida, Iowa, Kansas, Kentucky, Louisiana, Maine, Nebraska, New Hampshire, Tennessee, Texas, Wisconsin



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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

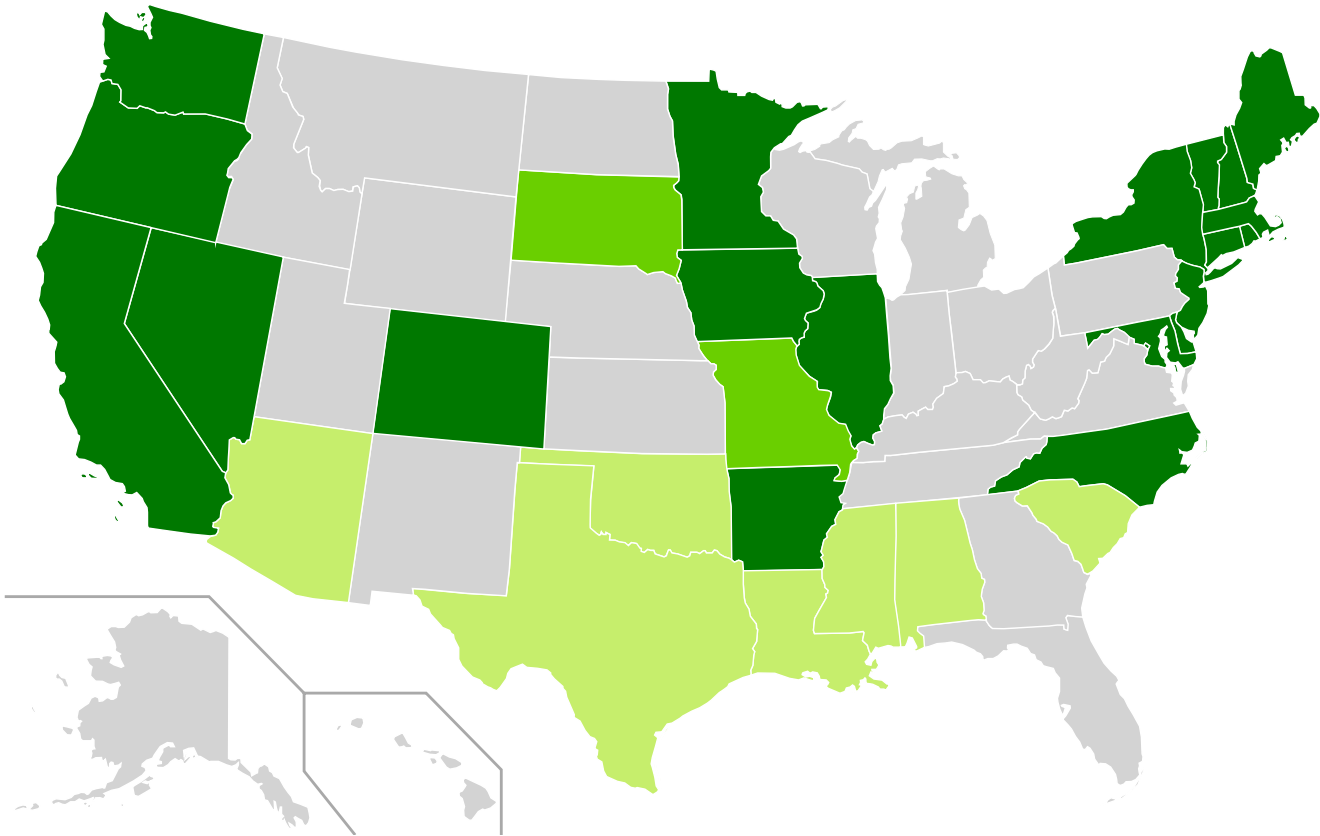


Prohibit discrimination based on sexual orientation only (1 state): Wisconsin



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SCHOOL ANTI-BULLYING



Updated December 01, 2017

Many states explicitly address harassment and/or bullying of elementary and high school students, though not all are LGBT 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 LGBT 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



Prevent school districts from specifically protecting LGBT students (2 states): Missouri, South Dakota



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SCHOOL ANTI-BULLYING

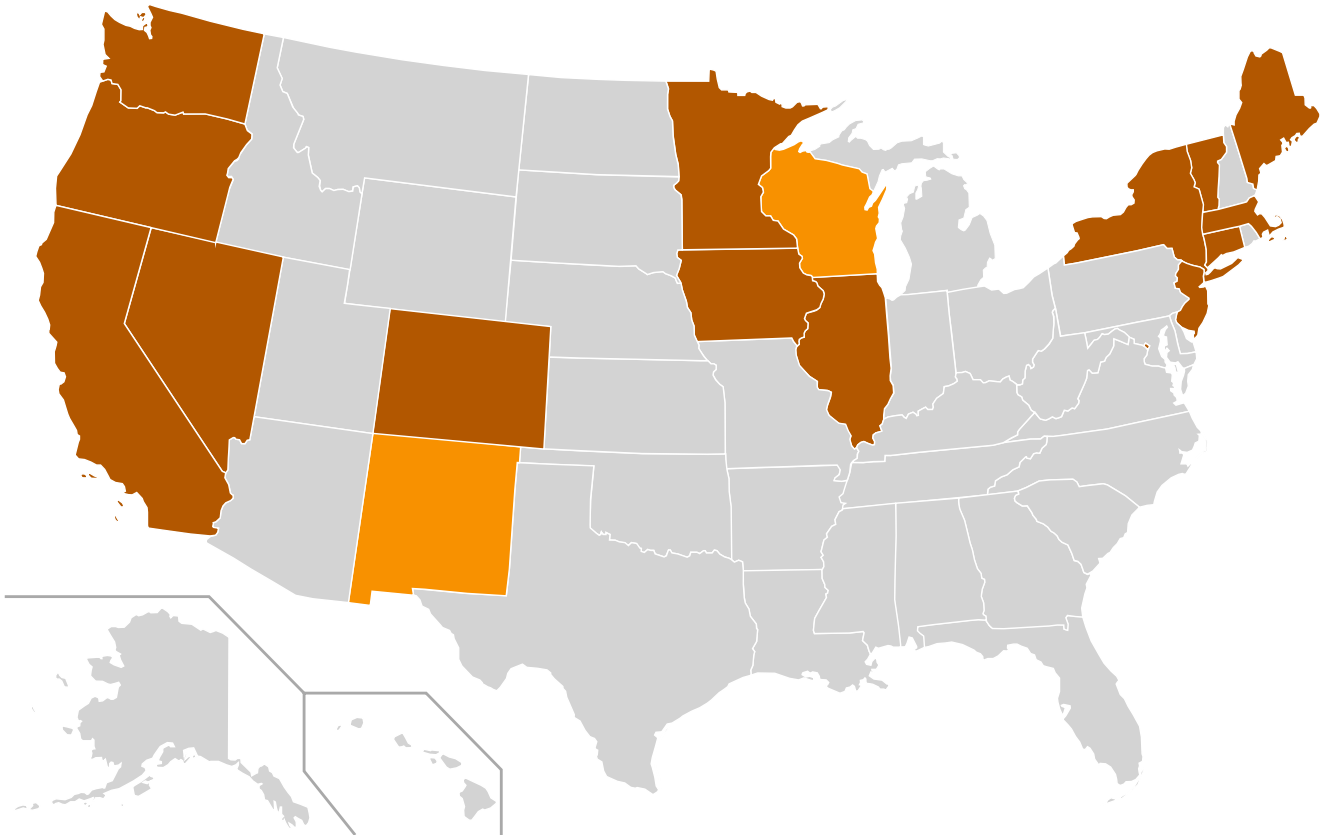


Restrict the inclusion of LGBT topics in schools (7 states): Alabama, Arizona, Louisiana, Mississippi, Oklahoma, South Carolina, Texas





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EDUCATION



Updated December 01, 2017

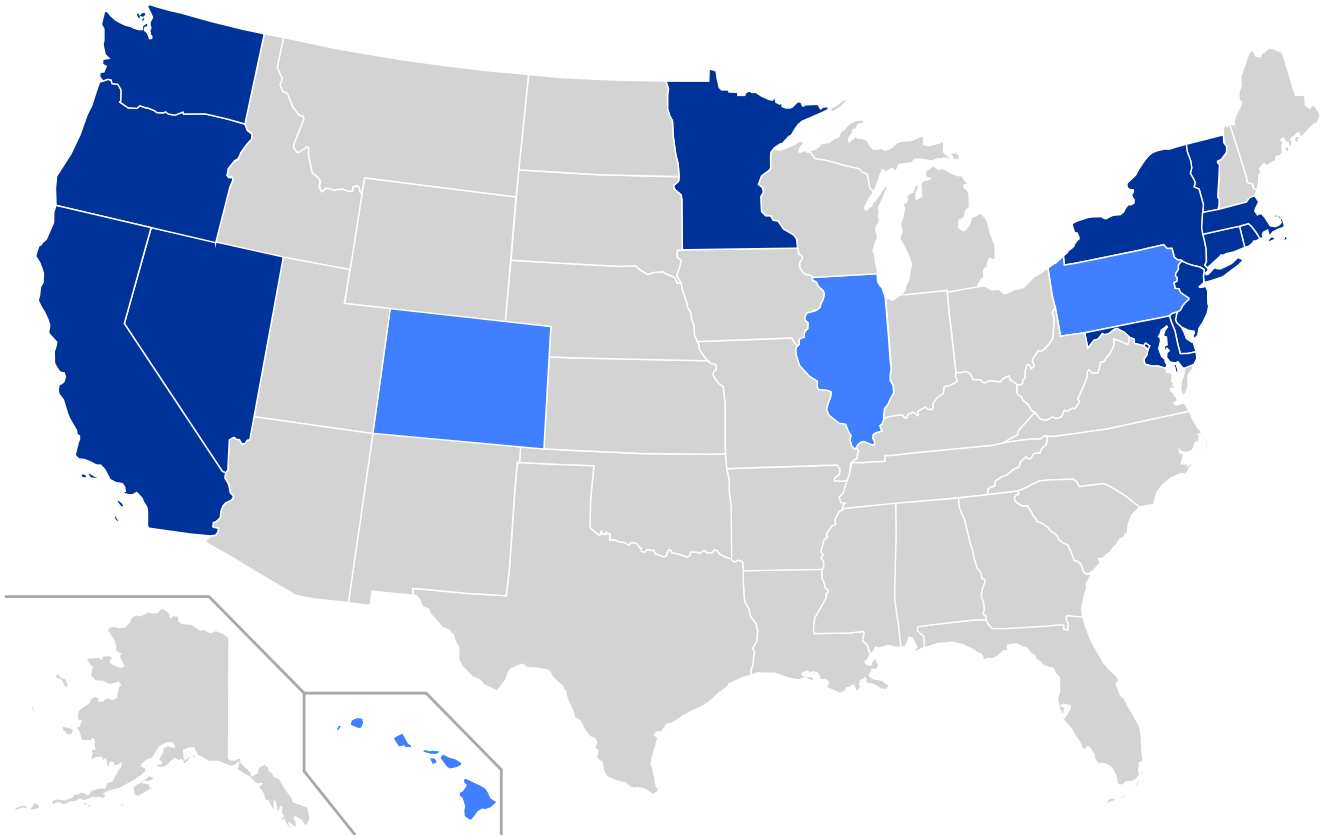
Increasingly, states are explicitly addressing discrimination against LGBTQ elementary and high school students. This map indicates state laws that prohibit discrimination against students in public education on the basis of sexual orientation or gender identity. The states that explicitly address discrimination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

-  **Address discrimination against students based on sexual orientation and gender identity** (14 states & D.C.): California, Colorado, Connecticut, District of Columbia, 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 March 29, 2018



Bans insurance exclusions for transgender health care (4 states): Colorado, Hawaii, Illinois, Pennsylvania



Provides transgender-inclusive health benefits for state employees

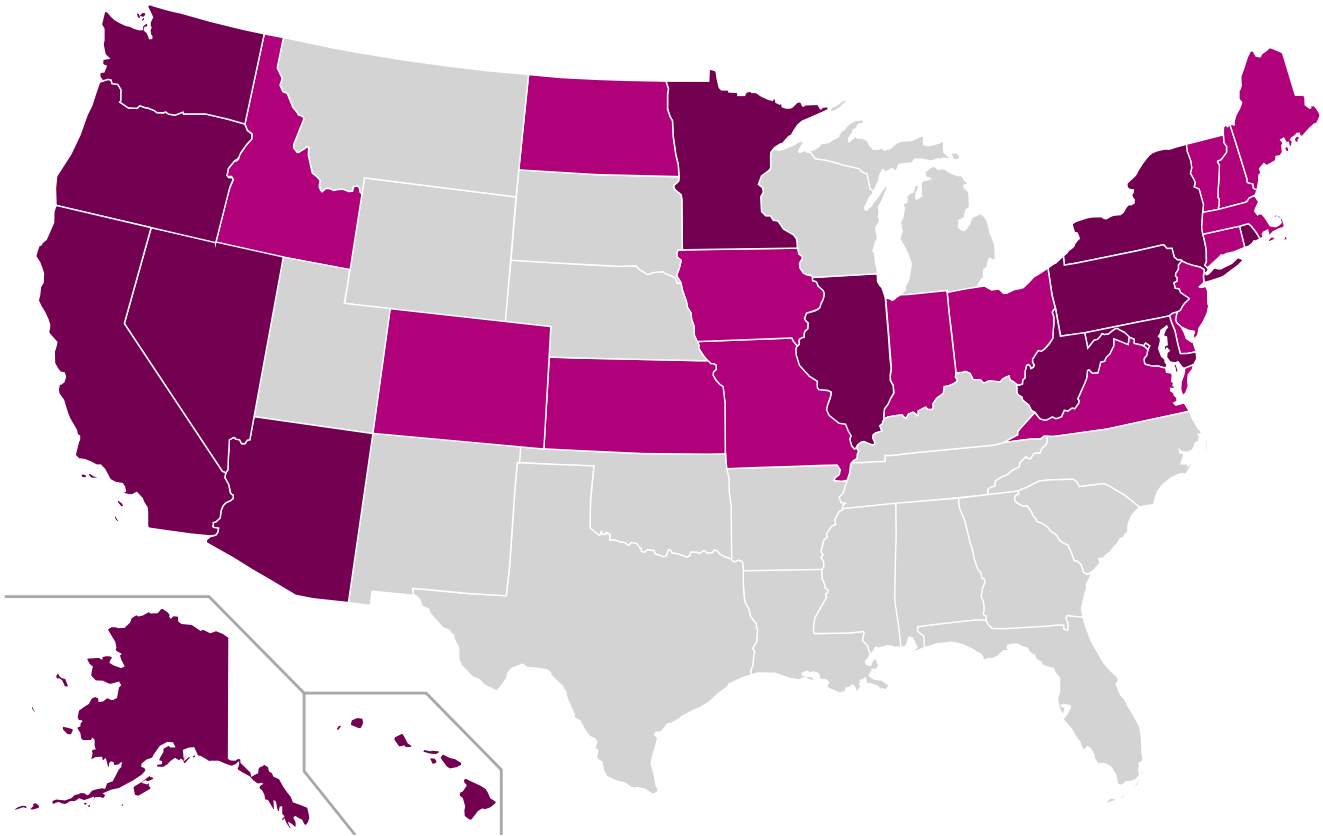


Both bans on insurance exclusions for transgender healthcare and provide transgender inclusive health benefits for state employees (13 states & D.C.): California, Connecticut, Delaware, District of Columbia, Maryland, Massachusetts, Minnesota, Nevada, New Jersey, New York, Oregon, Rhode Island, Vermont,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



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GENDER MARKER CHANGE ON IDENTIFICATION DOCUMENTS



Updated December 01, 2017



Facilitate gender marker change on driver's licenses (16 states): Colorado, Connecticut, Delaware, Idaho, Indiana, Iowa, Kansas, Maine, Massachusetts, Missouri, New Hampshire, New Jersey, North Dakota, Ohio, Vermont, Virginia



Facilitate gender marker change on birth certificates

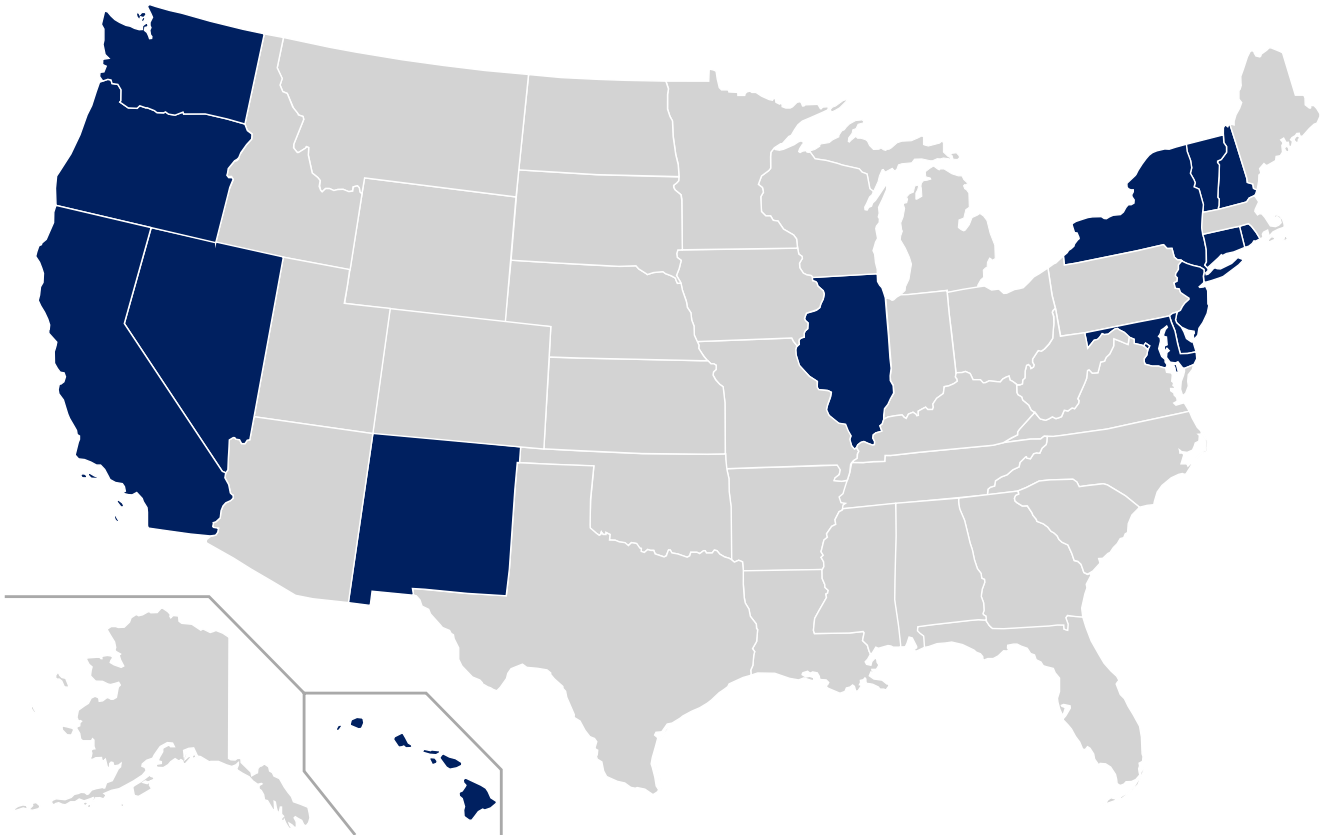


Facilitate gender marker change on both birth certificates and driver's licenses (14 states & D.C.): Alaska, Arizona, California, District of Columbia, Hawaii, Illinois, Maryland, Minnesota, Nevada, New York, Oregon, Pennsylvania, Rhode Island, Washington, West Virginia



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CONVERSION THERAPY



Updated August 03, 2018

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.

*New York protects youth from conversion therapy by the following regulatory action implemented on February 6, 2016.

NY State Department of Financial Services - regulations prohibiting insurance providers from covering conversion therapy on patients under the age of 18;

NY State Office of Mental Health - regulations prohibiting mental health providers licensed by this department from using conversion therapy on youth under the age of 18; and

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