



**National Gay and Lesbian  
Task Force**



Scope of Explicitly  
Transgender-Inclusive  
Anti-Discrimination Laws

These charts include laws that have legislative language that makes clear that transgender people are covered in the anti-discrimination law of the state, county or city. These charts do not include jurisdictions with favorable court or administrative rulings that have determined that “sex” or “disability” discrimination laws protect transgender people. This first chart includes jurisdictions that protect people from discrimination by private and public entities. The second chart includes jurisdictions that only protect the employees of that jurisdiction.

Jurisdiction	Year	Category (in which protections are found)	Public Accommodations	Housing	Employment	Education	Right to Sue
<b>In Arizona</b>							
Tucson	1999	Gender identity	▲	▲	▲	▲	
<b>In California</b>							
STATE OF CALIFORNIA	2003	Sex		▲	▲		▲
Los Angeles	1979	Sexual orientation	▲	▲	▲	▲	▲
Oakland	2004	Gender identity or expression	▲	▲	▲		▲
San Francisco	1994	Gender identity	▲	▲	▲		▲
Santa Cruz County	1998	Gender	▲	▲	▲	▲	▲
Santa Cruz	1992	Gender	▲	▲	▲	▲	▲
San Diego	2003	Gender identity	▲	▲	▲	▲	▲
West Hollywood	1998	Gender identity	▲	▲	▲		
<b>In Colorado</b>							
STATE OF COLORADO	2007	Sexual orientation			▲		▲
Boulder	2000	Gender variance	▲	▲	▲		
Denver	2001	Gender variance	▲	▲	▲	▲	▲
<b>In District of Columbia</b>							
Washington	2005	Gender identity or expression	▲	▲	▲	▲	▲
<b>In Florida</b>							
Broward County	2008	Gender identity or expression	▲	▲	▲		▲
Gainesville	2008	Gender identity	▲	▲	▲		▲
Gulfport	2005	Gender identity or expression	▲	▲	▲		▲
Key West	2003	Gender identity or expression		▲	▲		▲
Lake Worth	2007	Gender identity or expression	▲	▲	▲		▲
Miami Beach	2004	Gender	▲	▲	▲		
Monroe County	2003	Gender identity or expression	▲	▲	▲		▲
Palm Beach County	2007	Gender identity or expression	▲	▲			▲
West Palm Beach	2007	Gender identity or expression	▲	▲	▲		▲
<b>In Georgia</b>							
Atlanta	2000	Gender identity	▲	▲	▲		▲

Jurisdiction	Year	Category (in which protections are found)	Public Accommodations	Housing	Employment	Education	Right to Sue
<b>In Hawai'i</b>							
STATE OF HAWAII	2005, 2006	Gender identity or expression	▲	▲			▲
<b>In Illinois</b>							
STATE OF ILLINOIS	2005	Sexual orientation	▲	▲	▲		▲*
Carbondale	2003	Sexual orientation		▲	▲		
Champaign	1977	Sex	▲	▲	▲		
Cook County	2002	Gender identity	▲	▲	▲		▲
Chicago	2002	Gender identity	▲	▲	▲		
Decatur	2002	Sexual orientation	▲	▲	▲		
DeKalb	2000	Gender	▲	▲	▲		
Evanston	1997	Sexual orientation		▲	▲		▲
Peoria	2003	Sexual orientation	▲	▲	▲		
Springfield	2003	Sexual orientation			▲		
Urbana	1979	Sex	▲	▲	▲		
<b>In Indiana</b>							
Bloomington	2006	Gender identity	▲	▲	▲	▲	
Indianapolis/ Marion County	2005	Gender identity	▲	▲	▲	▲	▲
<b>In Iowa</b>							
STATE OF IOWA	2007	Gender identity	▲	▲	▲	▲	▲
Decorah	2005	Sex	▲	▲	▲	▲	
Iowa City	1996	Gender identity	▲	▲	▲	▲	▲
Johnson County	2006	Gender identity	▲	▲	▲	▲	▲
Waterloo	2007	Gender identity	▲	▲	▲	▲	▲
<b>In Kentucky</b>							
Covington	2003	Gender identity	▲	▲	▲		
Jefferson County <sup>o</sup>	1999	Gender identity	▲	▲	▲		▲
Lexington-Fayette Urban County	1999	Gender identity		▲	▲		
Louisville <sup>o</sup>	1999	Gender identity	▲	▲	▲		▲
<b>In Louisiana</b>							
New Orleans	1998	Gender identification	▲	▲	▲		▲*
<b>In Maine</b>							
STATE OF MAINE	2005	Sexual orientation	▲	▲	▲	▲	▲
<b>In Maryland</b>							
Baltimore	2002	Gender identity or expression	▲	▲	▲	▲	▲
Montgomery County	2007	Gender identity	▲	▲	▲		
<b>In Massachusetts</b>							
Boston	2002	Gender identity or expression	▲	▲	▲	▲	
Cambridge	1997	Gender	▲	▲	▲	▲	
Northampton	2005	Gender identity or expression	▲	▲	▲	▲	

Jurisdiction	Year	Category (in which protections are found)	Public Accommodations	Housing	Employment	Education	Right to Sue
<b>In Michigan</b>							
Ann Arbor	1999	Gender identity	▲	▲	▲	▲	▲
Detroit	2008	Gender identity or expression	▲	▲	▲	▲	
East Lansing	2002	Sexual orientation	▲	▲	▲	▲	
Ferndale	2006	Gender	▲	▲	▲	▲	
Grand Rapids	1994	Gender orientation	▲	▲	▲	▲	
Hamtramck	2008	Gender identity or expression	▲	▲	▲		
Huntington Woods	2001	Sexual orientation	▲	▲	▲	▲	
Lansing	2006	Gender identity or expression	▲	▲	▲	▲	
Saugatuck, City of	2007	Gender	▲	▲	▲	▲	
Saugatuck Township	2007	Gender	▲	▲	▲	▲	
Ypsilanti	1997	Sexual orientation	▲	▲	▲	▲	▲
<b>In Minnesota</b>							
STATE OF MINNESOTA	1993	Sexual orientation	▲	▲	▲	▲	▲
Minneapolis	1975	Affectional preference	▲	▲	▲	▲	▲
St. Paul	1990	Sexual or affectional orientation	▲	▲	▲	▲	▲
<b>In Missouri</b>							
Kansas City	2008	Gender identity	▲	▲	▲		▲
University City	2003	Sexual orientation	▲	▲	▲		
<b>In New Jersey</b>							
STATE OF NEW JERSEY	2006	Gender identity or expression	▲	▲	▲	▲	▲
<b>In New Mexico</b>							
STATE OF NEW MEXICO	2003	Gender identity	▲	▲	▲		▲
<b>In New York</b>							
Albany	2004	Gender	▲	▲	▲		
Buffalo	2002	Gender identity or expression	▲	▲	▲		
Ithaca	2003	Gender	▲	▲	▲	▲	▲
New York City	2002	Gender	▲	▲	▲	▲	▲
Rochester	2001	Gender	▲	▲	▲		▲
Suffolk County	2001	Gender	▲	▲	▲		
Tompkins County	2004	Gender identity or expression	▲	▲	▲	▲	▲
<b>In Ohio</b>							
Cincinnati	2006	Transgender status		▲	▲		
Dayton	2007	Gender identity	▲	▲	▲		
Oxford	2008	Gender identity	▲	▲		▲	
Shaker Heights	2006	Sexual Orientation		▲			
Toledo	1998	Sexual orientation	▲	▲	▲	▲**	

Jurisdiction	Year	Category (in which protections are found)	Public Accommodations	Housing	Employment	Education	Right to Sue
<b>In Oregon</b>							
STATE OF OREGON <sup>#</sup>	2007	Sexual Orientation	▲	▲	▲	▲	▲
Beaverton	2004	Gender identity	▲	▲	▲		▲
Benton County	1998	Gender identity	▲	▲	▲		▲
Bend	2004	Gender Identity	▲	▲	▲		▲
Corvallis	2007	Gender identity or expression	▲	▲	▲		▲
Hillsboro	2006	Gender identity	▲	▲	▲		▲
Lake Oswego	2003	Gender identity	▲	▲	▲		
Lincoln City	2005	Gender identity	▲	▲	▲		▲
Multnomah County	2001	Gender identity			▲		
Portland	2000	Gender identity	▲	▲	▲		▲
Salem	2002	Gender identity	▲	▲	▲		
<b>In Pennsylvania</b>							
Allentown	2002	Gender identity	▲	▲	▲		▲
Easton	1983	Gender identity or expression	▲	▲	▲	▲	▲
Erie County	2006	Gender identity	▲	▲	▲		▲
Harrisburg	2002	Sex	▲	▲	▲	▲	▲
Lansdowne	2002	Gender identity	▲	▲	▲	▲	▲
New Hope	1997	Gender identity	▲	▲	▲		▲
Philadelphia	2003	Gender identity	▲	▲	▲	▲	
Pittsburgh	1997	Sex	▲	▲	▲		▲
Scranton	2006	Gender identity	▲	▲	▲		▲
State College	2006	Gender identity or expression			▲		▲
Swarthmore	1998	Gender identity	▲	▲	▲		▲
West Chester	2006	Gender identity	▲	▲	▲		▲
York	1998	Sexual orientation	▲	▲	▲		
<b>In Rhode Island</b>							
STATE OF RHODE ISLAND	2001	Gender identity or expression	▲	▲	▲		▲
<b>In South Carolina</b>							
Columbia	2008	Sexual orientation	▲	▲			▲
<b>In Texas</b>							
Austin	2004	Gender Identity	▲	▲	▲		▲
Dallas	2002	Sexual orientation	▲	▲	▲		
El Paso	2003	Gender identity	▲				
<b>In Vermont</b>							
STATE OF VERMONT	2007	Gender identity	▲	▲	▲		▲
<b>In Washington</b>							
STATE OF WASHINGTON	2006	Sexual orientation	▲	▲	▲	▲	▲
Burien	2004	Gender identity	▲	▲	▲		▲
Olympia	1997	Gender identity		▲			
King County	2006	Gender identity	▲	▲	▲		▲
Seattle	1986	Gender identity	▲	▲	▲	▲	▲
Tacoma	2002	Gender identity	▲	▲	▲	▲	▲*

Jurisdiction	Year	Category (in which protections are found)	Public Accommodations	Housing	Employment	Education	Right to Sue
<b>In West Virginia</b>							
Charleston	2007	Sexual orientation	▲	▲	▲		
<b>In Wisconsin</b>							
Madison	2001	Gender identity	▲	▲	▲		
Milwaukee	2007	Gender identity or expression		▲	▲		
<b>TOTALS</b>			<b>109</b>	<b>117</b>	<b>115</b>	<b>46</b>	<b>73</b>

<b>LOCALITIES:</b>	<b>108</b>
<b>STATES:</b>	<b>13 + DC</b>
<b>TOTAL:</b>	<b>122</b>

\*Indicates that the Right to Sue applies for housing discrimination only.  
\*\* Indicates that only educational institutions that receive city funds are covered.  
° In 2003, the Jefferson County and Louisville governments merged. In 2004 the new Metro Louisville city council re-passed the gender identity nondiscrimination law and added a private right of action.

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## Jurisdictions with explicitly transgender-inclusive discrimination prohibitions that cover only employees of that jurisdiction

Jurisdiction	Year	Notes
State of Kansas, by executive order	2007	
State of Indiana, by executive order	2004	
State of Kentucky, by executive order	2003	Gov. Patton's order was rescinded in 2006 by Gov. Fletcher, reinstated by Gov. Beshear in 2008.
State of Maryland, by executive order	2007	
State of Michigan, by executive order	2007	
State of Ohio, by executive order	2007	
State of Pennsylvania, by executive order	2003	
Alameda County, California	2005	Redundant with CA state law
Albuquerque, New Mexico	2003	
Athens-Clarke County, Georgia	2006	
Bellingham, Washington	2003	Redundant with WA state law
Boise, Idaho	2006	
Chapel Hill, North Carolina	2004	
Dane County, Wisconsin	2001	Applies also to county contractors
Decatur, Georgia	2000	
Houston, Texas	2001	
Largo, Florida	2003	
Lucas County, Ohio	2008	
Luzerne County, Pennsylvania	2005	
Oakland Park, Florida	2007	
Pine Lake, Georgia	?	
Rhinebeck, New York	2006	
San Jose, California	2002	Applies also to city contractors, redundant with CA state law
Scottsdale, Arizona	2007	
Tequesta, Florida	2007	
Wilton Manors, Florida	2000	Applies also to city contractors

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