

GENDA

Gender Expression Non-Discrimination Act



NYCLU

NEW YORK CIVIL LIBERTIES UNION

All People Have the Right to Be Free from Harassment & Discrimination

GENDA would add **gender expression** and **identity** to the State Human Rights Law. It would protect people from discrimination in employment, housing, public accommodations, education and credit.

- ❖ Gender identity and expression is how people self-identify and present their masculinity or femininity to the world.
- ❖ Transgender individuals live and present themselves as a gender different from the sex assigned to them at birth.

Civil Rights Laws Must Protect All New Yorkers

- National data shows that transgender and gender non-conforming people face pervasive and brutal discrimination solely because of their gender identity or gender expression.¹
 - **FIRED. 47 percent** have been fired, demoted, or denied a promotion; nearly **80 percent** have been discriminated against or harassed at work.
 - **DENIED HOUSING. 29 percent** have been denied access to a homeless shelter, **19 percent** have been denied an apartment or house, and **11 percent** were evicted. Transgender New Yorkers are **three times more likely** than the general population to be homeless at some point.
 - **DENIED SERVICES. 44 percent** have been denied equal treatment in a place of public accommodation, **32 percent** have been denied equal treatment in a retail store, **24 percent** have been denied equal treatment in a doctor's office or hospital, and **19 percent** have been denied equal treatment in a hotel or restaurant.
- Because gender identity and expression are not recognized as protected statuses under New York's laws transgender and gender non-conforming people are not protected from this discrimination.

New York is Falling Behind on Protecting its Citizens

- 16 states have passed anti-discrimination laws covering gender identity and expression.
- More than 78 localities across the US – including New York City, Albany, Binghamton, Buffalo, Ithaca, Rochester and Suffolk County – have enacted laws to protect this vulnerable community.

Get Involved in the GENDA Campaign Today!

Call your state legislators and tell them to protect New Yorkers from harassment and discrimination by supporting GENDA

Visit NYCLU.org or contact kbodde@nyclu.org for more information

¹ All statistics taken from a national survey of transgender and gender non-conforming individuals, published in *Injustice at Every Turn: A Report of the National Transgender Discrimination Survey*, National Center for Transgender Equality and the National Gay and Lesbian Task Force (2011), full report available at http://www.thetaskforce.org/downloads/reports/reports/ntds_full.pdf.