

GENDA – A.3358 (Gottfried) / S.402 (Squadron)

GENDER EXPRESSION NON-DISCRIMINATION ACT

All people have the right to be free from discrimination & harassment

GENDA would add **gender identity and expression** to the list of categories explicitly protected under New York's Human Rights Law, which prohibits discrimination in employment, housing and public accommodations like hospitals, doctors' offices and businesses that serve the public. This legislation is more important than ever given the threat the Trump administration poses to the rights of transgender and gender nonconforming people.

This law would make it explicit in New York State that transgender and gender nonconforming people cannot be discriminated against based on who they are.

Transgender and gender-nonconforming people face overwhelming discrimination and violence every day

Data shows that transgender and gender-nonconforming people across the United States face pervasive and brutal discrimination and harassment because of their gender identity and gender expression.

The United States Transgender Survey recently found that transgender people surveyed were:

FIRED.

30% reported being fired, denied a promotion or harassed at work because of their gender identity.

DENIED HOUSING.

23% faced housing discrimination because of their gender identity, 12% became homeless and 26% of those who became homeless reported avoiding shelters due to fears of discrimination.

DENIED SERVICES.

31% reported harassment or denials of service in a place of public accommodation, 22% in a health care setting and 17% at a government office. 59% reported avoiding using public restrooms because they were afraid of violence or harassment.

ATTACKED.

46% were harassed, 10% were sexually assaulted and 9% were otherwise physically attacked in the past year.

Currently, transgender and gender-nonconforming New Yorkers rely on a **patchwork** of protections created by statute, regulations and case law. This leads to **confusion** in the community about whether and how people are protected, **uncertainty** among employers and others governed by the Human Rights Law who might not be familiar with the latest lawsuit or regulatory statement, and the **constant threat** that one bad court decision or executive action could change everything overnight.

Passing GENDA would clarify, once and for all, that New York law does not permit discrimination against transgender people. Nineteen other states have already done this—New York is shamefully behind the curve.

GENDA is needed to create secure, lasting protections in New York

Get involved in the GENDA campaign today!

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

Visit nyclu.org for more information

