



Why GENDA Matters

For some New Yorkers, the most simple and fundamental parts of their identity – their clothing, their speech, even their names – expose them to hostility and exclusion.

People who do not conform to gender-based stereotypes, or whose gender presentation or identity differs from the one usually associated with their anatomical sex, often experience persistent discrimination and harassment. They face challenges earning a living, finding housing, and enjoying the simple pleasures and necessities of life. Everyday activities like eating out, shopping or going to the movies carry the risk of mistreatment, refusal of service – or worse.

What Genda Will Do

No statewide law explicitly prohibits discrimination against transgender people or people whose appearance does not conform to gender stereotypes. This means that people who are fired from their jobs, denied housing, and services and mistreated in the workplace, in stores and in restaurants merely because of their appearance or gender identity do not have clear legal protection. The Gender Expression Non-Discrimination Act (GENDA) would fix this problem by adding gender identity and expression to the categories already included in New York State's anti-discrimination laws, such as sex, race, sexual orientation and disability.



All New Yorkers Deserve to be Free From Discrimination. It's Only Fair.

Important Terminology

Sex:

the physical characteristics of one's body, including a person's genitals, hormone levels and sex chromosomes.

Gender:

one's sense of masculinity and/or femininity.

Gender identity:

a person's understanding of his or her own gender. Gender identity might be the same as a person's sex (like a person born with male anatomy who sees himself as male) or different (like a person born with male anatomy who sees herself as female).

Gender expression:

the way an individual expresses gender, through behavior, appearance, name or other methods of self-presentation.

Transgender:

a self-perception of one's gender that differs from one's assigned sex at birth.

Gender non-conforming:

when one's appearance and/or behavior does not "match up" or conform to stereotypical perceptions of gender.

Discrimination In Plain Sight

According to a 2011 survey of transgender and gender non-conforming people:

Workplace: **74 percent** of the New Yorkers surveyed report that they have experienced harassment, **37 percent** were not hired, **20 percent** were denied a promotion and **20 percent** lost their jobs altogether because they were transgender or gender non-conforming.



Housing: Of the New Yorkers surveyed, **8 percent** were evicted because they were transgender or gender non-conforming, **19 percent** were denied housing and **18 percent** became homeless at some point because they were transgender or gender non-conforming.



Public Accommodations: **53 percent** of New Yorkers surveyed had been subjected to verbal harassment or disrespect, **18 percent** were denied equal treatment by a government agency or official and **17 percent** were denied medical care due to their gender identity or expression.



"We are all human. We bleed the same. We are taxpayers – we have sisters, mothers, brothers, uncles. Who decides who's better, who's more deserving of humanity? I'm here for a purpose. God don't make no mistakes."

–Kym Dorsey, Albany



New York Needs GENDA:

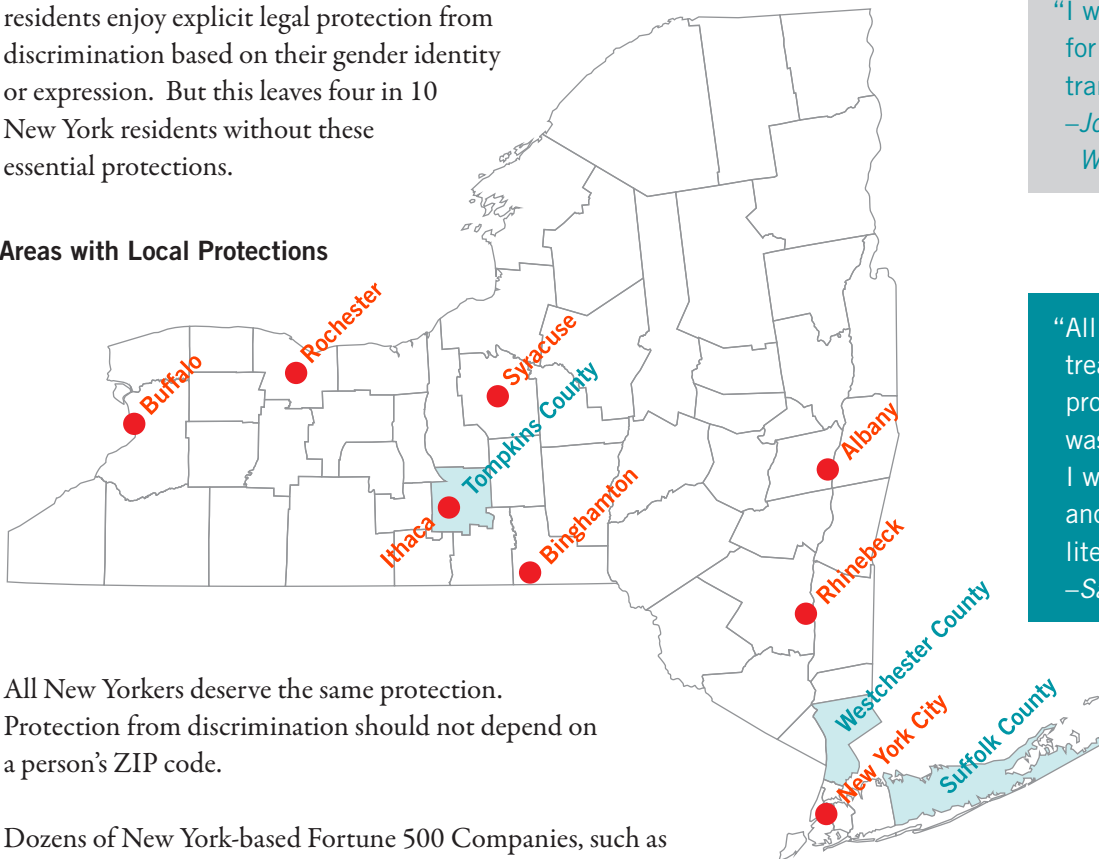
Hundreds of thousands of transgender and gender non-conforming people live in New York State. Protecting and expanding their access to education, housing, employment and community life affects every New Yorker's well-being because it further promotes a more just society.

New York is Falling Behind: It's Time for Our Elected Officials in Albany to Stand Up for All New Yorkers

Sixteen states and the District of Columbia have passed laws that protect transgender and gender non-conforming people from discrimination.

Passing GENDA would not be a radical step or departure from long-held values. Some of New York's towns, cities and counties already have laws that prohibit discrimination based on gender expression and gender identity. By one estimate, 60 percent of New York State residents enjoy explicit legal protection from discrimination based on their gender identity or expression. But this leaves four in 10 New York residents without these essential protections.

Areas with Local Protections



All New Yorkers deserve the same protection. Protection from discrimination should not depend on a person's ZIP code.

Dozens of New York-based Fortune 500 Companies, such as Goldman Sachs, IBM and the New York Times, have acknowledged the value of preventing discrimination based on gender identity and expression and have adopted policies to prevent it.

"If your company values an open, trusting environment where all employees are welcome and there is equality, then that means all."
—Ernest L. Hicks, Manager of Xerox Corporation's Corporate Diversity Office

"Even in New York City, certain segments of town, certain streets aren't safe. You have to be careful where you walk. If you're not 'passable' enough, the attacks can be even fiercer, because you offend people."
—Moshay Moses, New York



"I was essentially fired for appearing on TV as a transgender person."
—Joann Prinzivalli, Westchester County

"All I was asking for was treatment for a routine medical problem. But my appearance was so out of the routine that I was treated as a medical anomaly – as if my right to literally breathe were offensive."
—Sam, Hudson Valley

"He's not a boy who likes to pretend being a girl. He actually is a girl."
—Anna, Monroe County, whose child is a transgender female

Support **GENDA**

Join the New Yorkers from across the state who are uniting in support of GENDA.

Among the Many Organizations that Support GENDA are:


National Organization for Women, League of Women Voters, New York State Coalition Against Sexual Assault, Women's Bar Association of the State of New York, Northeast Coalition of Crime Victim Service Providers, Ms. Foundation, Family Planning Advocates of New York State, Sanctuary for Families, NARAL Pro-Choice New York and YWCA Northeast Regional Council.

New York Police Chiefs from Albany, Binghamton and Rochester and a sheriff from Ithaca, where local laws protect transgender people from discrimination, have endorsed GENDA.

"In my years as a police officer, and ultimately as the chief, I can attest to the positive effects that the ordinance has had in Albany. I am sure that it is also true of other cities and states with similar laws."

—Police Chief Steven Krokoff, Albany

Get Involved

- **Go to www.nyclu.org** to learn more about NYCLU's work on transgender equality and take action. 
- **Contact your elected representatives in state government, including your state senator, Gov. Andrew Cuomo and Senate Majority Leaders Dean Skelos and Jeff Klein,** and tell them that all New Yorkers deserve to live free from discrimination.
- **Contact your local NYCLU office (listed below) to learn more about how to get involved.**

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For more information, see NYCLU's Report:

Advancing Transgender Civil Rights and Equality: The Need for GENDA

www.nyclu.org 



NYCLU

NEW YORK CIVIL LIBERTIES UNION