

INFORMATION PACKET

Table of Contents

Friday, January 31, 2020



Item	Pages
Table of Contents	1
The Grid - Schedule of Council Meetings & Addendum	2
February Calendar	6
2018 MEI State Report Card	7
Casper State Office Building - Construction Progress Report 1-27-20	85
Casper's Council for People with Disabilities Minutes 01.23.20	87
Central WY Regional Water System Minutes 11.19.19	107
Central WY Regional Water System Minutes 12.17.19	111
Charter Communications Channel Changes 01.24.20	120
Commercial Development Report December 2019	121
Correspondence LBGTQ Council Clifford	123
Correspondence LBGTQ Council Gunderson	125
Correspondence Thank you for Funding T-bird Trek Dalton	126
Platte River Trails Trust Newsletter January 2020	127
WAM Info Good News Article on Municipal Funding Bills 01.24.20	130
WAM Info Word from WAM 01.24.20	134

We are CASPER

Communication Accountability Stewardship Professionalism Efficiency Responsiveness

The Grid

A working draft of Council Meeting Agendas

February 4, 2020
Councilmembers Absent:

Regular Council Meeting Agenda Items	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
C = Item is on Consent N = Item is not on Consent					
Pre- Meeting: Sole Source Purchase Request Plasma Cutting Table for Solid Waste					
Pre- Meeting: Bandwidth Logic Project					
Bright Spot - 100th year for the Greater Wyoming Boy Scout Council					
Public Hearing: New Microbrewery Liquor License No. 6 for Mountain Hops Brewhouse, LLC d/b/a Mountain Hops Brewhouse, Located at 612 North Beverly Street.		N			
Amendment to Section 10.24.020 of the Casper Municipal Code Pertaining to the Metro Road Speed Zone. 3rd reading			N		
Zone Change of a 2.8-acre portion of Tract 4, North Platte River Park Addition, Generally Located at the Corner of Events Drive and North Poplar Street, North of Wilkins Way, From PH (Park Historic) to C-4 (Highway Business). 3rd Reading			N		
Granting a Telecommunications Franchise to InTTec, Inc., a Wholly-owned Subsidiary of Visionary Communications, Inc. 3rd Reading			N		
Authorizing the Creation of the LGBTQ Advisory Committee.				N	
Approval and Adoption of the Connecting Crossroads: Long Range Transportation Plan				C	
Authorizing a Contract for Professional Services with Three (3) Consultants to Assist the City of Casper with Wireless Communication Facility Reviews.				C	
Authorizing a Contract with PCN Strategies, Inc. to Provide Additional In-Car/Body Worn Video Camera Equipment and Networking Equipment to Outfit Eleven (11) New and Existing Police Vehicles, in the Total Amount of \$131,782.53.				C	
Authorizing an Agreement with Dave Loden Construction, Inc., in the Amount of \$99,885, for the 2020 Roof Replacements Project.				C	
Authorizing a Contract between Bandwidth Logic Inc., and the City of Casper for a Distributed Antenna System for the Casper Events Center.				C	
Acknowledging the Receipt of Financial Disclosure Information from City Officials with Public Fund Investment Responsibility.					C
Authorizing the Purchase of One (1) New 2x4 Cab and Chassis Truck with Compressor, Crane, and Utility Body, from Floyd's Truck Center, Casper, Wyoming, in the Amount of \$163,346, to be Used by the Solid Waste Division of the Public Services Department.					C
Authorizing the Discharge of \$53,670.16 of Uncollectible Accounts Receivable Balances, Aged between the Date of July 1, 2014 and December 31, 2014, Including more Recent Estate Liquidations and Bankruptcies.					C
Authorizing the Issuance of a Taxicab Company License to Adesta Spier, d/b/a Oil City Cabs, Located at 3030 East 5th Street.					C
Authorizing Appointments to the Council's Boards and Commissions.					C

February 11, 2020

Councilmembers Absent:

Work Session Meeting Agenda Items	Recommendation	Allotted Time	Begin Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Council Meeting Follow-up		5 min	4:30
Catering & Malt Beverage Permits	Direction Requested	30 min	4:35
Wayfinding	Direction Requested	30 min	5:05
Health Department Update	Information Only	20 min	5:35
College National Finals Rodeo Discussion	Direction Requested	20 min	5:55
Deannexation Request	Direction Requested	30 min	6:15
Agenda Review		20 min	6:45
Legislative Review		10 min	7:05
Council Around the Table		10 min	7:15
Approximate Ending Time:			7:25

February 18, 2020

Councilmembers Absent:

Regular Council Meeting Agenda Items	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
C = Item is on Consent N = Item is not on Consent					
Bright Spot - Mr. Robert Hildebrand - 100 year celebration (Mayor of Casper in 1967) Extremely tentative					
Bright Spot - Random Acts of Kindness Proclamation					
Establishing Public Hearing Date for March 3, 2020 - Fiscal Year 2020 Budget Amendment #2	C				
Public Hearing: Liquor License Renewals for Licensing Period April 1, 2020 through March 31, 2021.		N			
Authorizing the Mayor to Sign the Casper Historic Preservation Commission Annual Report.				C	
Authorizing a Contract between the Casper Area Metropolitan Planning Organization and Fugro USA Land, Inc. for the Geographic Information System 2020 Aerial Mapping Update in an Amount of \$69,627.31.				C	

February 25, 2020

Councilmembers Absent:

Work Session Meeting Agenda Items	Recommendation	Allotted Time	Begin Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Council Meeting Follow-up		5 min	4:30
IMS Pavement Management Report	Direction Requested	20 min	4:35
NCSD Petition to Vacate 8th St between David & Center St. & Transportation Cutouts	Direction Requested	30 min	4:55
FY'20 Budget Amendment #2 Review	Direction Requested	20 min	5:25
Financial Policies - Phase 4	Information Only	20 min	5:25
Agenda Review		20 min	5:45
Legislative Review		10 min	6:25
Council Around the Table		10 min	6:35
Approximate Ending Time:			6:45

March 3, 2020

Councilmembers Absent:

Regular Council Meeting Agenda Items	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
C = Item is on Consent N = Item is not on Consent					
Public Hearing: Fiscal Year 2020 Budget Amendment #2		N			

March 10, 2020

Councilmembers Absent:

Work Session Meeting Agenda Items	Recommendation	Allotted Time	Begin Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Council Meeting Follow-up		5 min	4:30
6th Cent Survey Results	Direction Requested	30 min	4:35
Capital Budget Review	Direction Requested	30 min	5:05
Community Promotion Funding (Part 1)	Direction Requested	30 min	5:35
Goodstein Lease	Direction Requested	30 min	6:05
Agenda Review		20 min	6:35
Legislative Review		10 min	6:55
Council Around the Table		10 min	7:05
Approximate Ending Time:			7:15

Future Agenda Items

Item	Date	Estimated Time	Notes
Property Maintenance Code	March 24, 2020	40 min	After January 2020
Parking on the Parkways		30 min	
David Street Station 501(c)(3)		30 min	
Animal Care Ordinance Review			
Meadowlark Park			Spring 2020
Citizen Presentation - Vehicle Licensing - Maddie Booth		20 min	Waiting on response from Booth family
Private Operation of Hogadon			
Event Center Update			After May 1
Liquor License Late Application Sanctions		30 min	
Downtown Parking Garage (continued discussion)			

Staff Items

Limo Amendment			
Health Plan - Residual Balance			After January 2020
Neighborhood/Infrastructure Redevelopment (Goal 1)			
Pre-Annexation Agreement			
Utility Business Plan			After New Year - February
Sign Code Revision			
Wind River Traffic Update			Summer 2020
Community Promotion Funding (Part 2)	March 24, 2020		
Comp & Class Study Review	April 14, 2020		
Tentative Budget Review	May 12, 2020		

Special Work Sessions


Budget Work Sessions	May 18 & 20
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Future Council Meeting Items

Establish Public Hearing - FY 21 Budget Adoption Summary Proposed Budget published in minutes	June 2, 2020
Public Hearing Date - FY 21 Budget Adoption	June 16, 2020

Retreat Items

Economic Development and City Building Strategy

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
  2	3 <u>5:00 p.m.</u> - CNFR (Freel, Cathey)	4 <div style="border: 1px solid black; background-color: #0056b3; color: white; padding: 2px; display: inline-block;">6:00p-Council Meeting</div>	5 <u>11:30a</u> -Drug Court (Huber) <u>5:30p</u> -Platte River Restoration Advisory Committee (Pacheco)	6 <u>7:00p</u> -Youth Empowerment (Pacheco)	7	8
9	10 <u>8:30a</u> -Historic Preservation (Bates)	11 <div style="border: 1px solid black; background-color: #0056b3; color: white; padding: 2px; display: inline-block;">4:30p-Council Work Session</div>	12 <u>11:30a</u> -DDA (Powell) (Nov, Jan, Mar, May, Jul, Sep) <u>6:00p</u> -Amoco Re-use JPB (Hopkins)	13 <u>7:00a</u> - Advance Casper (Freel) <u>4:30p</u> -Leisure Services Board (Huber) <u>7:00p</u> -Youth Empowerment (Pacheco)	14  <u>11:30a</u> -Chamber Coordination/ Infoshare (None)	15
16	17 <i>Presidents Day</i> <i>City Offices</i> <i>Closed!</i>	18 <u>11:30a</u> -Regional Water JPB (Cathey, Powell, Huber, Freel) <u>4:00p</u> -Chamber of Commerce (Cathey) <div style="border: 1px solid black; background-color: #0056b3; color: white; padding: 2px; display: inline-block;">6:00p-Council Meeting</div>	19	20 <u>7:30a</u> -Mayor/ Commissioner <u>11:00a</u> -Housing Authority (Bates) <u>4:00p</u> -Contractors' Licensing Board (Lutz) <u>5:30p</u> - City County Board of Health (Bates) <u>6:00p</u> - Planning & Zoning (Hopkins) <u>7:00p</u> -Youth Empowerment (Pacheco)	21	22
23	24 <u>12:30p</u> -Senior Services (Pacheco) <u>2:00p</u> -CATC (Johnson) <u>4:00p</u> -OYD Advisory Committee (Hopkins, Freel)	25 <u>11:30a</u> -Travel & Tourism (Freel, Johnson) <div style="border: 1px solid black; background-color: #0056b3; color: white; padding: 2px; display: inline-block;">4:30p-Council Work Session</div>	26 <u>7:00a</u> -CPU Advisory Board (Bates) <u>11:30p</u> -NIC (None) <u>5:15p</u> -CAP (None)	27 <u>11:30a</u> - Disability Council (Powell) <u>7:00p</u> -Youth Empowerment (Pacheco)	28	29



2018 STATE EQUALITY INDEX

*A REVIEW OF STATE LEGISLATION AFFECTING
THE LESBIAN, GAY, BISEXUAL, TRANSGENDER AND
QUEER COMMUNITY AND A LOOK AHEAD IN 2019*



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION



Equality
Federation
Institute

TABLE OF CONTENTS

LETTERS

- 02 LETTER FROM CHAD GRIFFIN,
PRESIDENT OF THE HUMAN RIGHTS CAMPAIGN FOUNDATION
- 03 LETTER FROM REBECCA ISAACS,
EXECUTIVE DIRECTOR OF THE EQUALITY FEDERATION INSTITUTE

SUMMARY

- 04 SUMMARY OF STATE DEVELOPMENTS IN 2018
- 06 GOOD VS BAD 2018
- 07 KEY STATE LAW AND POLICY DEVELOPMENTS IN 2018
- 10 COMPARATIVE LEGISLATION AT A GLANCE
- 12 OUTLOOK FOR 2019
- 14 CURRENT STATE LEGISLATIVE MAPS

SCORECARD

- 27 STATE HIGHLIGHT: GEORGIA
- 28 SCORING CRITERIA
- 30 STATE HIGHLIGHT: TENNESSEE
- 33 STATE HIGHLIGHT: MARYLAND
- 34 STATE HIGHLIGHT: NEW JERSEY
- 42 ISSUE BRIEF: LICENSES TO DISCRIMINATE
IN THE PROVISION OF CHILD WELFARE SERVICES
- 44 STATE TOTALS: NATIONAL OVERVIEW
- 46 2019 STATE SCORECARDS
- 149 ABOUT THE AUTHORS AND ACKNOWLEDGEMENTS



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If you would like to request use of state maps or scorecards, please contact us at SEI@HRC.ORG. When referencing this document, we recommend the following citation:

Warbelow, Sarah, Cathryn Oakley, and Collen Kutney. *2018 State Equality Index*. Washington, DC: Human Rights Campaign Foundation.

DEAR FRIENDS

As we fought back against continued attacks on the LGBTQ community at all levels of government, 2018 proved to be a banner year for equality as we worked with our allies in states across the nation to advance laws protecting our community.

Bipartisan pro-equality lawmakers in Washington, Delaware, Maryland, New Hampshire, and Hawaii all passed legislation outlawing the dangerous and discredited practice of so-called “conversion therapy.” As of this report’s release, New York has also protected LGBTQ youth from this form of child abuse, and more states stand poised to pass similar protections in 2019.

In Vermont, lawmakers passed bipartisan legislation improving accessibility of single-user facilities for transgender and gender non-conforming people. And in New Hampshire, thanks to the tireless work of local advocates and lawmakers, transgender people are finally protected from discrimination across the Granite State.

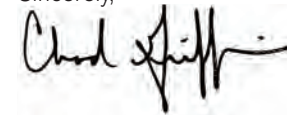
In 2018, only two of 110 anti-LGBTQ bills introduced across 29 states became law, with both Kansas and Oklahoma permitting child welfare organizations -- including adoption and foster care agencies -- to discriminate against qualified prospective parents because they are LGBTQ.

While some anti-LGBTQ officials pushed forward with their anti-equality agendas, key stakeholders raised their voices against them, including leading companies. The American business community has made clear that when looking for expansion or relocation opportunities, it has become standard practice to prioritize inclusive communities that value diversity. Coupled with the *Municipal Equality Index* (MEI), the *State Equality Index* (SEI) continues to serve as a vital tool for business leaders and state officials alike when it comes to economic development and making crucial evaluations about the welcoming (and unwelcoming) nature of all 50 states.

In 2019, even as we face the prospect of another flurry of anti-LGBTQ bills, HRC will continue to partner with advocates and pro-equality lawmakers in states nationwide to make inroads wherever possible to expand equality for LGBTQ people.

This work would not be possible without our partners at the Equality Federation Institute and the statewide LGBTQ organizations and leaders who work to bring equality to the communities they call home. By working in coalition, we can bring about real and lasting change by advancing equality for all and building a more perfect union.

Sincerely,



CHAD GRIFFIN

President
Human Rights Campaign
Foundation



DEAR FRIENDS

Every year for the last several years, the State Equality Index has highlighted how far we have come in the fight for LGBTQ equality in each state. Our freedom is under siege from our motivated opposition, but the resiliency of our community has never been more evident as we continue to win equality town by town, state by state.

Each year this report illustrates how far we’ve come and the challenges we need to conquer. Most importantly it shows what’s possible when we work together.

This year, in a historic first, voters in Massachusetts rejected attempts to undo nondiscrimination protections for transgender people. This victory was possible because state and national organizations worked in partnership along with hundreds of volunteers, and transgender people and their families powerfully shared their stories with their friends and neighbors. This campaign will serve as an inspiration and model for future victories.

Our momentum continued on many other fronts. Five more states banned conversion therapy: Delaware, Hawaii, Maryland, New Hampshire, and Washington—bringing the total to 15 plus DC! New Hampshire also banned discrimination based on gender identity in employment, housing, and public accommodations. Hawaii prohibited discrimination based on sexual orientation or gender identity in state-funded educational programs. Washington banned anti-LGBTQ discrimination in insurance plans. New Jersey ended the requirement for surgery to change gender markers on birth certificates, and New Jersey and Rhode Island now require death certificates to document a person’s gender identity. California and Illinois issued resolutions recognizing the role of viral load suppression in treatment and prevention of HIV, and Washington enacted a law to remove “any and all” barriers to HIV testing. New Hampshire passed a law requiring workers’ compensation to cover prophylactic treatment for exposure (PEP).

We also suffered some losses this year. Kansas, Oklahoma, and South Carolina enacted religious “license to discriminate” policies that allow adoption and foster care agencies to place LGBTQ children in homes that won’t affirm who they are, or deny LGBTQ prospective parents the opportunity to adopt.

This year we will no doubt face more attempts to unravel progress in the form of statewide anti-LGBTQ adoption bills, anti-transgender bathroom bans, and efforts to preempt new non-discrimination protections. However, the incredible leaders of the state equality organizations who are on the front lines every day, from Equality Ohio to Equality Texas to Basic Rights Oregon, are prepared to hold the line against attacks and move us forward.

The strength of the state-based LGBTQ movement is critical to elevate our representation, visibility and equality across the country. As we look to the next legislative session, the *State Equality Index* should serve as a recognition of how far we have come and how much we have yet to achieve.

In solidarity,



REBECCA ISAACS

Executive Director
Equality Federation
Institute



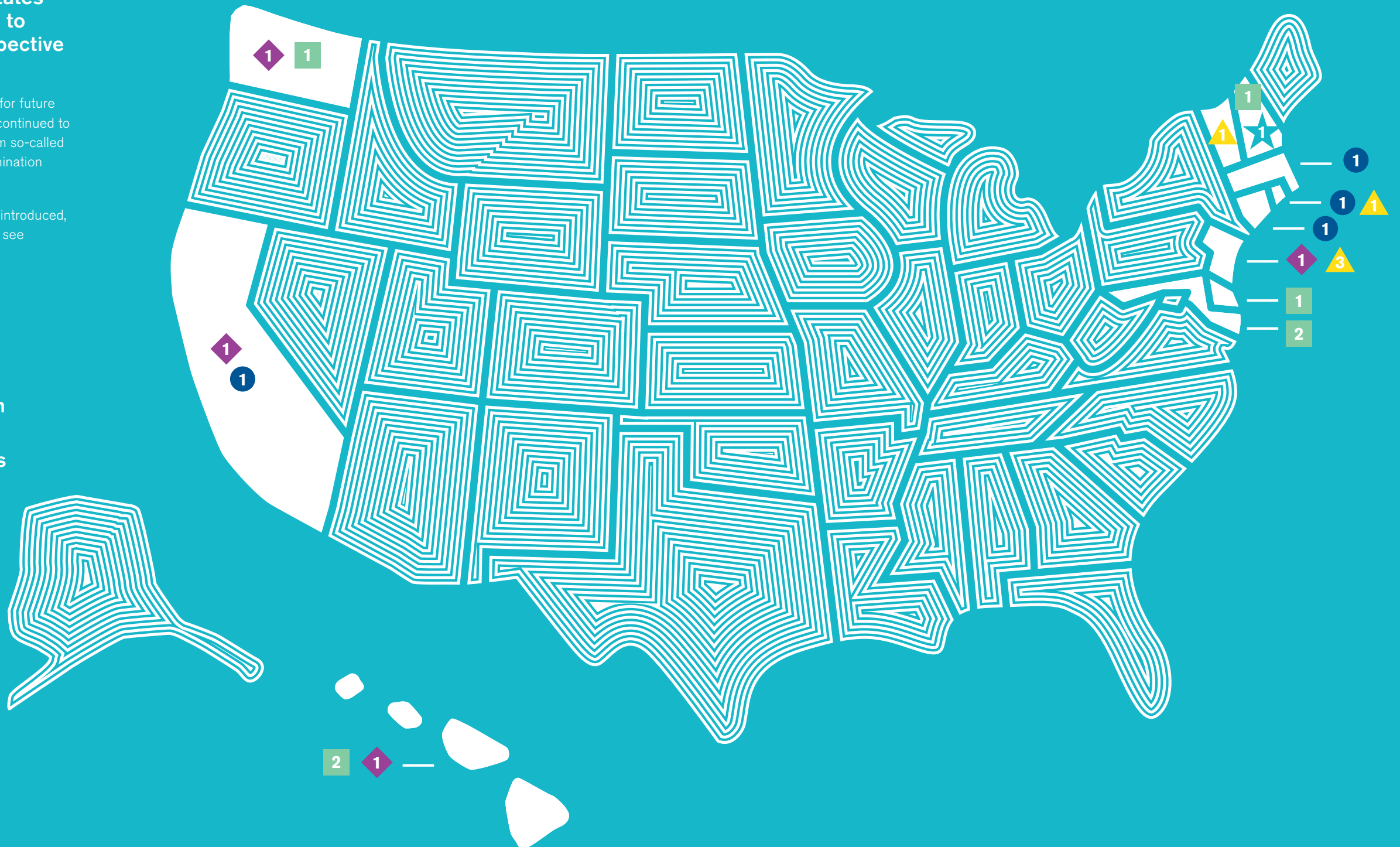
SUMMARY OF STATE DEVELOPMENTS IN 2018

In 2018, the LGBTQ movement saw tremendous momentum on good bills. This map shows the states that passed laws pertaining to LGBTQ equality in their respective SEI categories this year.

This year's legislative victories set the stage for future advances to further LGBTQ equality. States continued to pass legislation that would protect youth from so-called "conversion therapy" and expand non-discrimination protections to all LGBTQ people.

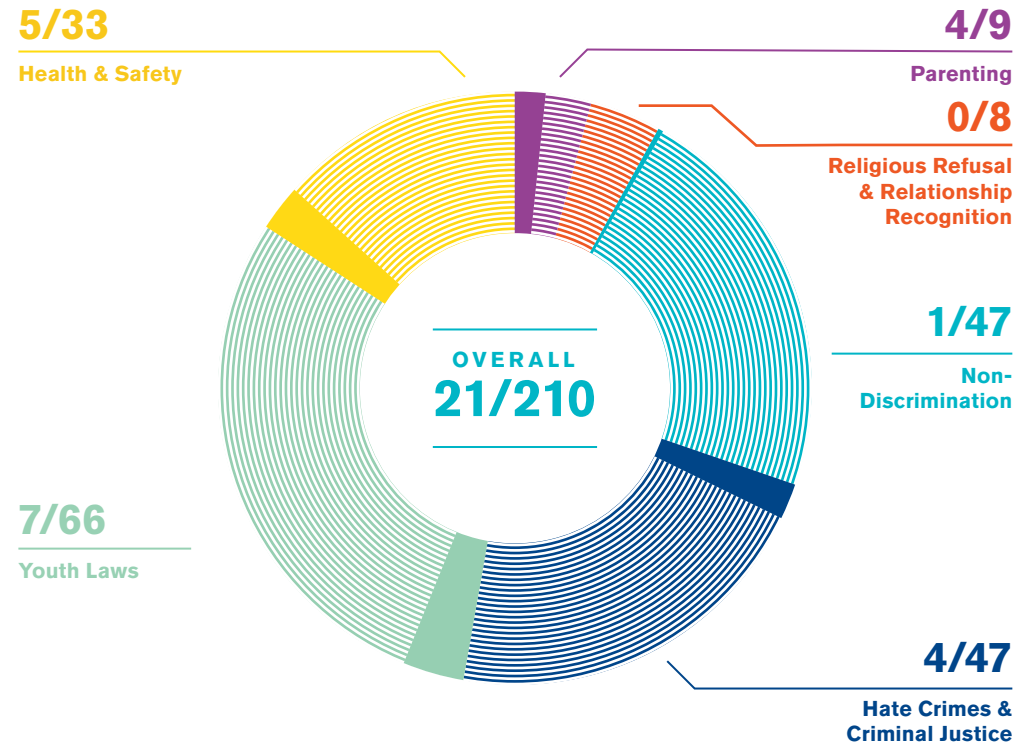
For a full review of state legislation that was introduced, considered, passed, or failed in 2018, please see HRC.ORG/SEI.

- ♥ Religious Refusal & Relationship Recognition
- ◆ Parenting Laws
- ★ Non-Discrimination Laws
- Hate Crimes & Criminal Justice
- Youth Laws
- ▲ Health & Safety

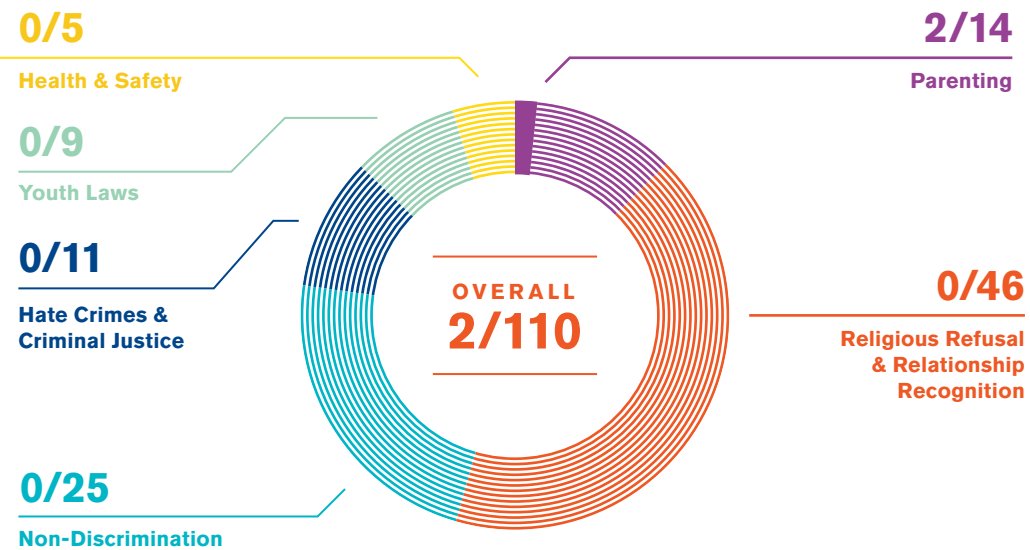


GOOD VS BAD 2018

GOOD BILLS



BAD BILLS



INTRODUCED
PASSED

KEY STATE LAW AND POLICY DEVELOPMENTS IN 2018

PARENTING

Bills creating a license to discriminate in the provision of child welfare services continued to be the most successful type of anti-LGBTQ legislation in state legislatures. Two such laws were passed in 2018—in Oklahoma and Kansas—and a budget proviso with similar effect was passed in South Carolina. Georgia, however, staved off the persistent attempt to pass such a bill there.

There were pro-equality bills dealing with parenting that also passed: Washington adopted a law modernizing its parentage act, New Jersey clarified its surrogacy laws, and both California and Hawaii added new provisions to their foster care bill of rights to include affirming care for LGBTQ youth.

RELATIONSHIP RECOGNITION/RELIGIOUS REFUSAL

Over the past year, states considered legislation to broaden the scope of religious refusals to allow for discrimination against LGBTQ people and undermine relationship recognition for same-sex couples. Generally, the bills tended to fall into three main categories: undermining marriage equality, creating broad religious carve-outs in state nondiscrimination laws, and instituting laws that create broad religious exemptions across laws or in specific areas of the law such as counseling services.

In the wake of Indiana's disastrous adoption of a Religious Freedom Restoration Act (RFRA) in 2015, there has been a steady decline in the number of RFRA bills introduced. States are looking more towards laws that provide an absolute ability to discriminate against LGBTQ people in narrow areas of the law rather than the sweeping yet not fully knowable scope of RFRA. However, despite this trend both Georgia and Iowa debated passing RFRA bills though both bills ultimately failed to move.

Finally, bills creating a license to discriminate in the provision of child welfare services—which are included in the parenting category of the SEI—are also religious refusal bills.



States are looking more towards laws that provide an absolute ability to discriminate against LGBTQ people in narrow areas of the law rather than the sweeping yet not fully knowable scope of Religious Freedom Restoration Acts.



NON-DISCRIMINATION

The biggest news in non-discrimination laws this year came from New England: New Hampshire amended its non-discrimination law to include protections on the basis of gender identity, and a ballot measure in Massachusetts which would have repealed Massachusetts' prohibition of

discrimination on basis of gender identity in places of public accommodations failed. While several states had bills introduced that would undermine non-discrimination protections, none advanced through the legislature.

HATE CRIMES AND CRIMINAL JUSTICE

2018 brought encouraging developments in state hate crime laws. Mississippi, Iowa, South Carolina, Georgia, Oklahoma and Tennessee introduced bills that either sought to broaden the scope of existing hate crime laws to include sexual orientation and gender identity or create new, more inclusive hate crime laws. North Carolina and Virginia also introduced bills that would require additional reporting requirements, studies, or the development of reporting hotlines for the state.

The California legislature passed a law requiring the development of LGBTQ-inclusive training for law enforcement officials. Additionally, Rhode Island passed legislation prohibiting the use of a "gay or trans panic" defense in criminal cases.

Massachusetts passed a law that would prohibit the placement of LGBTQ prisoners in solitary confinement solely because of their identity. Transgender inmates in Connecticut must now be housed according to their identity, rather than their sex assigned at birth. In addition, the State will ensure that transgender inmates are searched by officers matching their gender, have their pronouns respected, and have access to clothing and toiletries matching their gender while incarcerated.

“In 2018, twenty five states considered bills aimed at restricting so-called “conversion therapy”—dangerous and discredited practices that falsely claim to change a person’s sexual orientation or gender identity or expression.”

YOUTH

In 2018, twenty five states considered bills aimed at restricting so-called “conversion therapy”—dangerous and discredited practices that falsely claim to change a person’s sexual orientation or gender identity or expression. Five states—Washington, Maryland, Hawaii, New Hampshire, and Delaware—enacted anti-conversion therapy protections that prohibit state-licensed mental healthcare providers from engaging in these abusive practices with minors.

In Hawaii, a bill proscribing discrimination against LGBTQ students in all state and federally-funded educational programs and activities became law. Other states, including California, proposed laws to expand existing SOGI-inclusive nondiscrimination protections in education.

A number of states introduced bills to remove restrictions on public schools providing accurate LGBTQ-inclusive sex education and ensure that instruction on HIV prevention is medically accurate and current. Indiana enacted an anti-LGBTQ bill that achieves the opposite, restricting access to inclusive sex education by adding new requirements for prior parental consent for instruction covering sexual orientation and gender identity.

Lastly, eleven states introduced bills to prevent transgender youth from accessing bathrooms and other gender-segregated facilities consistent with their gender identity. Fortunately, no such bills passed this year.

HEALTH AND SAFETY

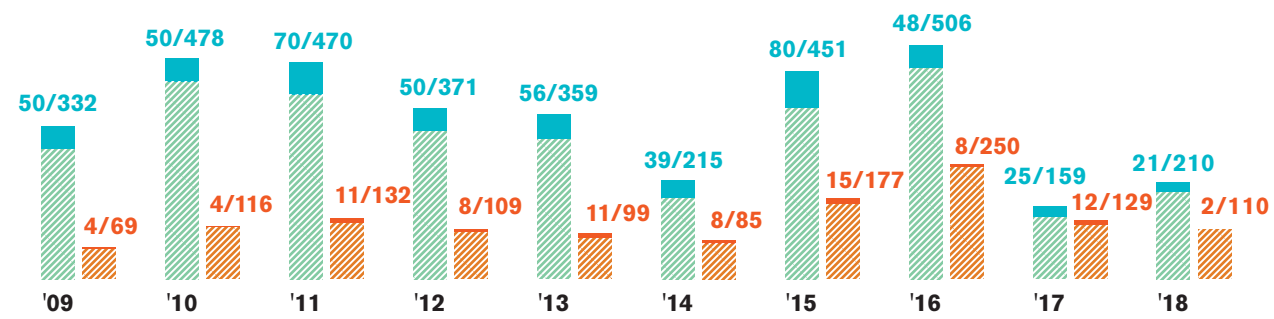
In 2018, two states took critical steps forward to streamline the process for ensuring that vital records reflect a person’s authentic gender: Rhode Island and New Jersey both did so regarding death certificates, and New Jersey also did so regarding birth certificates and in public institutions of higher education. Vermont passed a law requiring all single-user restrooms to be designated as gender-free.

Three states—New Hampshire, Michigan, and Pennsylvania—considered but ultimately did not pass legislation that would have excluded critical gender-affirming care from being covered in Medicaid, CHIP, or prison health care programs.

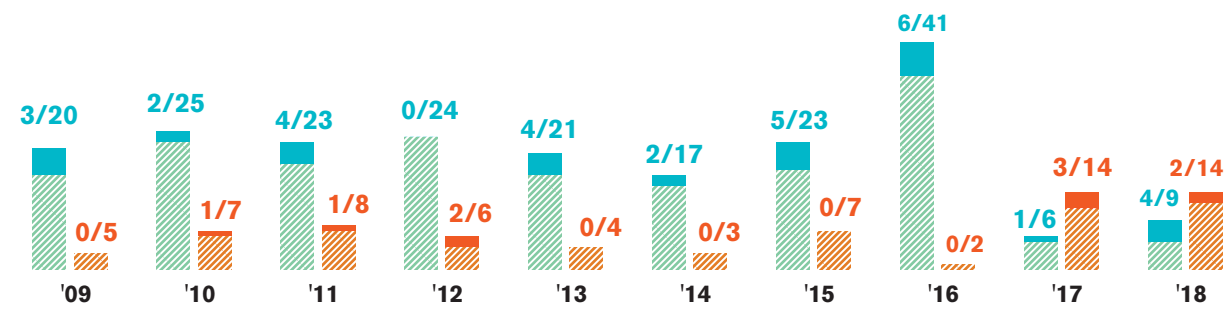
COMPARATIVE LEGISLATION AT A GLANCE

▨ GOOD BILLS INTRODUCED
■ GOOD BILLS PASSED
▨ BAD BILLS INTRODUCED
■ BAD BILLS PASSED

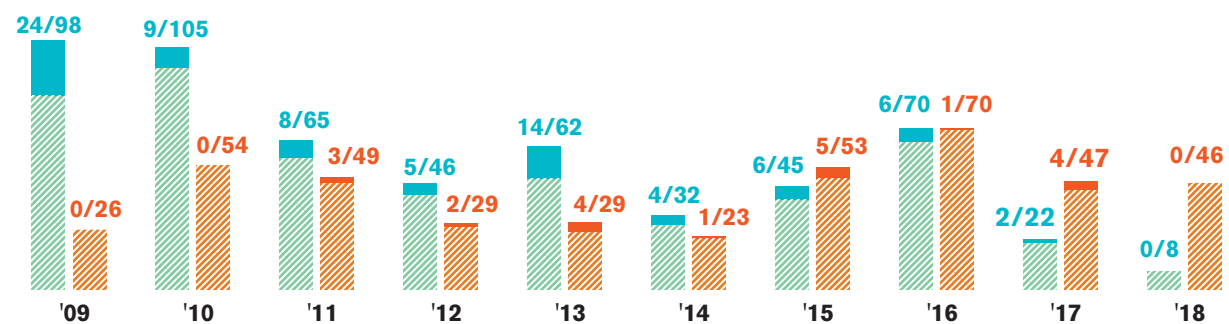
OVERALL



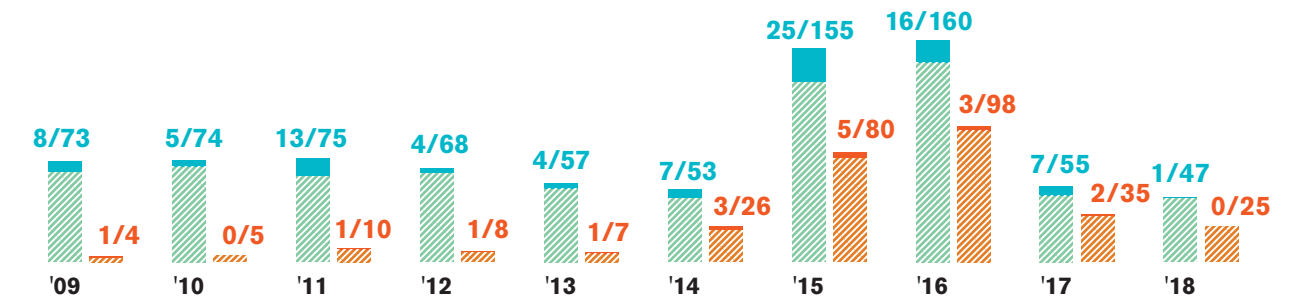
PARENTING LAWS



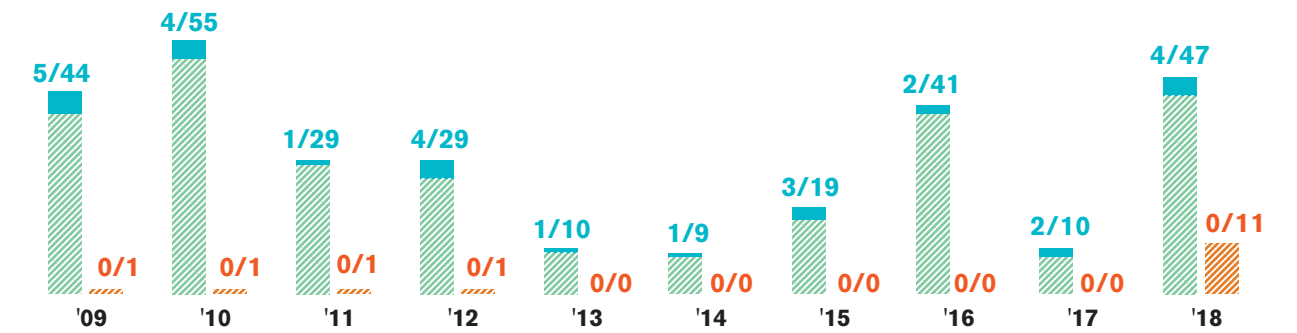
RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION



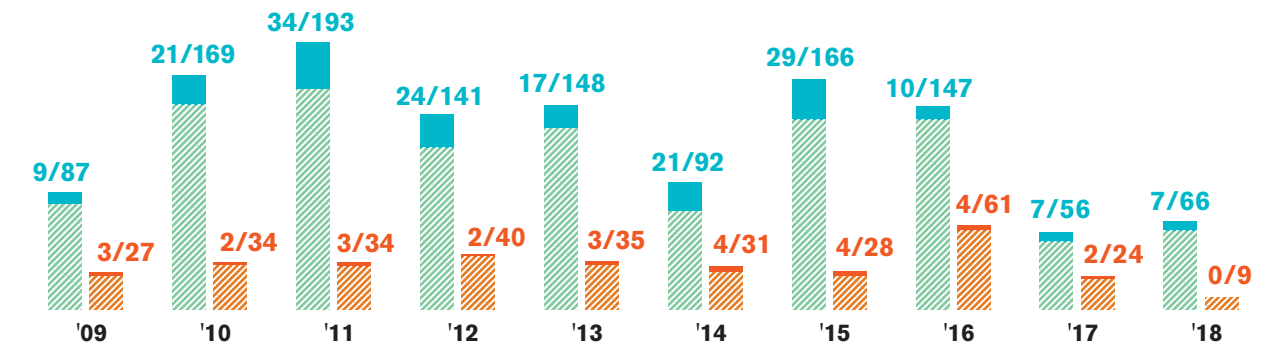
NON-DISCRIMINATION LAWS



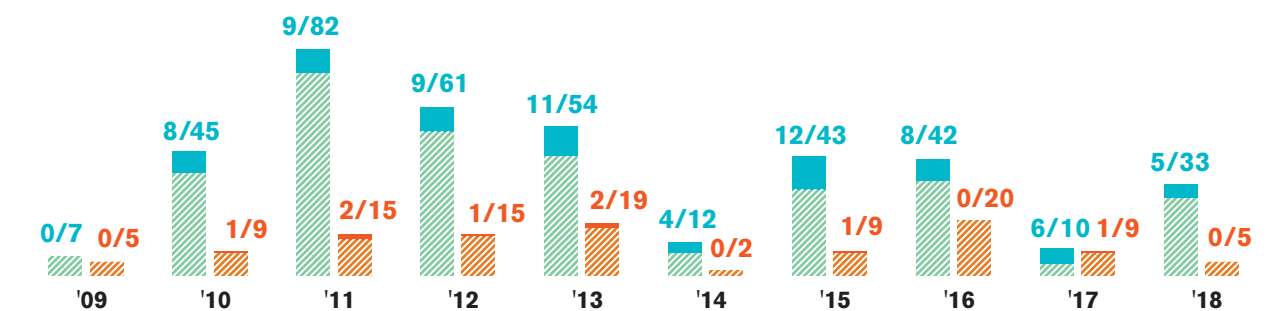
HATE CRIMES & CRIMINAL JUSTICE



YOUTH LAWS



HEALTH & SAFETY



OUTLOOK FOR 2019

State legislatures continue to consider both pro- and anti-equality legislation, and there are several exciting developments already in 2019 which may signal a turn in the tide of LGBTQ-related legislation in the states. We continue to see more proactive, pro-equality efforts succeed overall—including nondiscrimination laws, protections against the practice of so-called “conversion therapy”, and executive orders prohibiting discrimination by state employees and contractors—and the low rate of success of anti-LGBTQ bills in 2018 may signal that state legislatures are getting the message that equality is good public policy.

PRO-EQUALITY EFFORTS

Already in 2019, we have seen two pro-equality bills enacted, with additional pro-equality bills beginning to advance in legislatures nationwide. In New York, a shift in the New York State Senate leadership allowed two critical protections that had been stalled to pass into law: the Gender Expression Non-Discrimination Act, which added gender identity and expression into the state’s existing non-discrimination laws related to employment, housing, places of public accommodation, education, and hate crimes; and a ban on the abusive, discredited practice of so-called “conversion therapy” for youth. Other bills that have begun to advance include proposals in Virginia to prohibit discrimination in public sector employment and in housing.

In addition to legislation, we have seen executive orders issued by new governors in Ohio, Wisconsin, Michigan and Kansas to prohibit discrimination on the basis of sexual orientation and gender identity in state employment, and in some cases contracting.

Other pro-equality bills that may gain traction in state legislatures this year include measures to protect LGBTQ youth from the practice of conversion therapy; to extend existing non-discrimination laws to cover discrimination in the areas of jury service, credit, or education; to require mandatory reporting of hate crimes; to prohibit the use of so-called gay and trans panic defenses in criminal trials, to make it easier for transgender people to update their identity documents to reflect their true gender; to make single-occupancy restrooms all-gender; and to be inclusive of LGBTQ-identities when collecting population data.

ANTI-EQUALITY EFFORTS

Given the low rate of success for anti-LGBTQ equality legislation in 2018, it may be that fewer state legislatures pursue anti-LGBTQ legislation, or that they pursue it with less vigor. For example, legislative leaders in Texas have indicated that they will not be considering an anti-transgender bathroom bill in 2019.

The trend in anti-LGBTQ legislation over the past few years, however, has been to push for bills that allow narrower, more targeted types of discrimination—such as licenses to discriminate in the provision of child welfare services. We expect that anti-LGBTQ lawmakers in many states will continue to introduce and advance this type of bill that aims to allow individuals and businesses to discriminate against LGBTQ people based on religious or moral objections in specific sectors, like education, adoption and foster care services. We also anticipate seeing preemption laws that attempt to reduce the power of cities and towns to protect their LGBTQ residents and visitors from discrimination, with the potential to eliminate or gut existing local non-discrimination protections.

Overall, attempts to pass legislation that targets the transgender community in places of public accommodation, including in restrooms, appear to have largely fallen out of favor following the major economic and reputational harm that has come to states that have passed or strongly considered such legislation. However, these efforts do continue, and a bill targeting transgender student athletes has already been introduced in South Dakota this year. Opponents of equality will continue to target this particularly vulnerable segment of the LGBTQ community.

Based on activity in recent years and results from the 2018 elections, we are concerned that lawmakers in South Dakota, Texas, Iowa, Tennessee, West Virginia, Georgia, and Oklahoma may be states that are particularly likely to entertain anti-equality legislation.

CONCLUSION

We are cautiously optimistic that state legislators are hearing from their constituents and key stakeholders the message that LGBTQ equality is good for business—and that anti-LGBTQ legislation can inflict irreparable economic and reputational harm on states that adopt or seriously consider such bills.

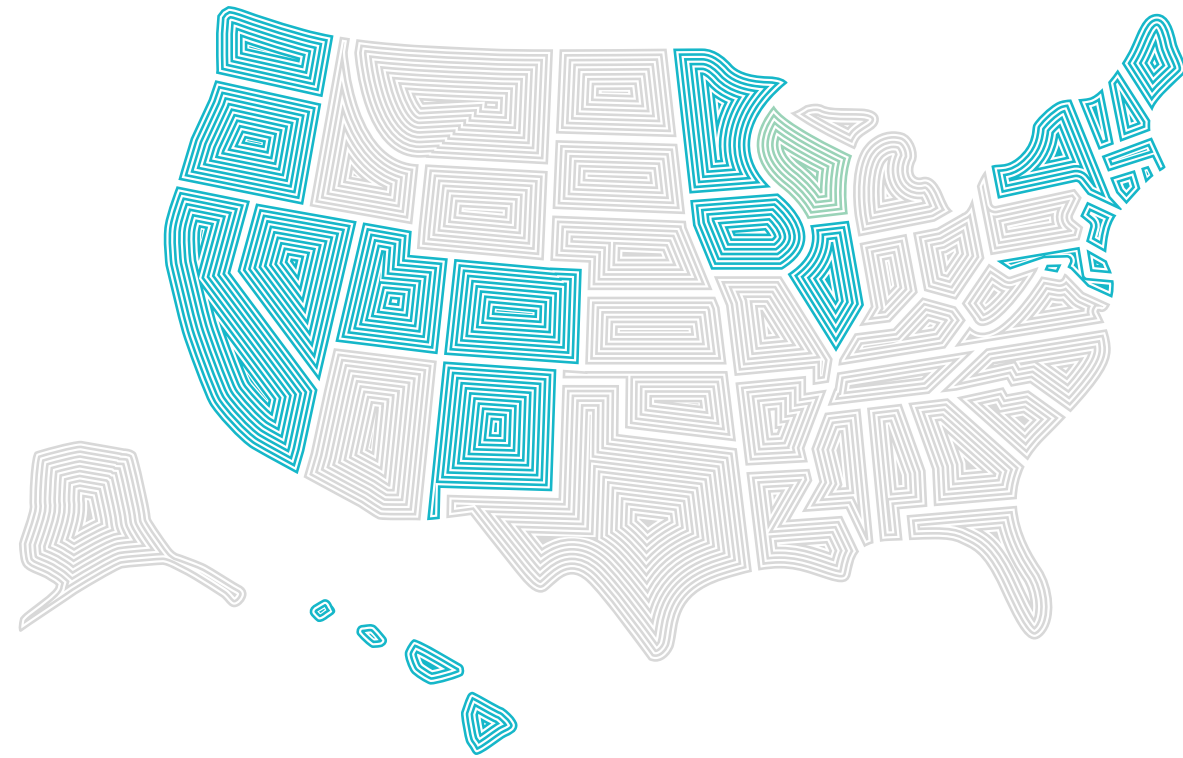
While we continue to anticipate that anti-equality legislation will be introduced around the country, and in some places may succeed, we will be watching this year to see if the surge in such legislation has passed. In addition, this year presents unprecedented opportunity for pro-equality gains in many state legislatures.



We are cautiously optimistic that state legislators are hearing from their constituents and key stakeholders the message that LGBTQ equality is good for business.



NON-DISCRIMINATION IN EMPLOYMENT



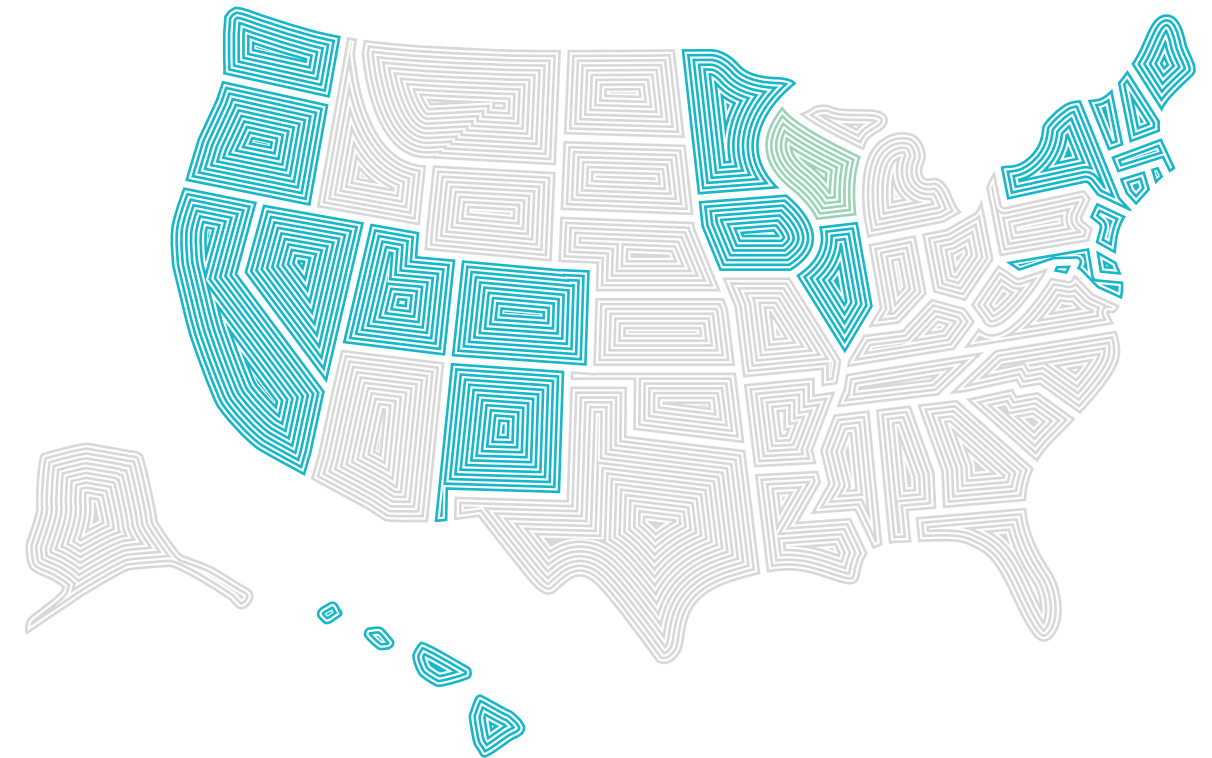
STATES THAT PROHIBIT EMPLOYMENT DISCRIMINATION BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY

- | | | |
|----------------------|---------------|--------------|
| California | Maine | Oregon |
| Colorado | Maryland | Rhode Island |
| Connecticut | Massachusetts | Utah |
| Delaware | Minnesota | Vermont |
| District of Columbia | Nevada | Washington |
| Hawaii | New Hampshire | |
| Illinois | New Jersey | |
| Iowa | New Mexico | |
| | New York | |

STATES THAT PROHIBIT EMPLOYMENT DISCRIMINATION BASED ON SEXUAL ORIENTATION ONLY

- Wisconsin

NON-DISCRIMINATION IN HOUSING



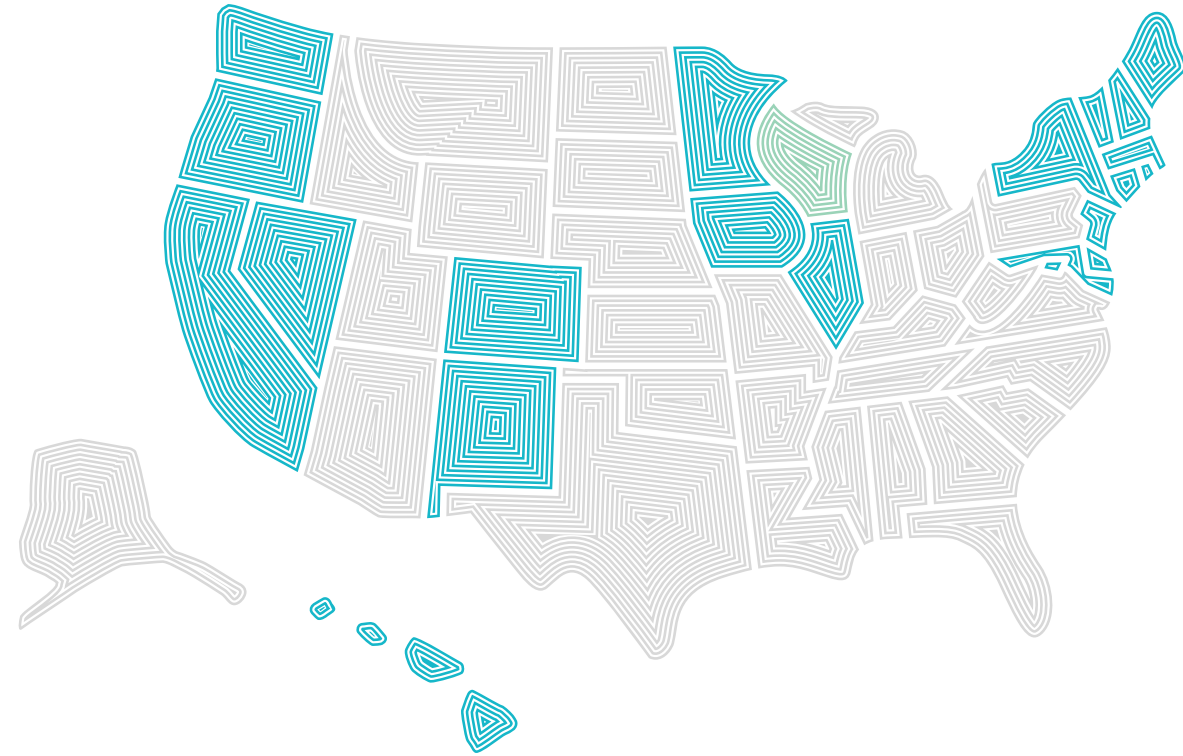
STATES THAT PROHIBIT HOUSING DISCRIMINATION BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY

- | | | |
|----------------------|---------------|--------------|
| California | Iowa | New Mexico |
| Colorado | Maine | New York |
| Connecticut | Maryland | Oregon |
| Delaware | Massachusetts | Rhode Island |
| District of Columbia | Minnesota | Utah |
| Hawaii | Nevada | Vermont |
| Illinois | New Hampshire | Washington |
| | New Jersey | |

STATES THAT PROHIBIT HOUSING DISCRIMINATION BASED ON SEXUAL ORIENTATION ONLY

- Wisconsin

NON-DISCRIMINATION IN PUBLIC ACCOMMODATIONS



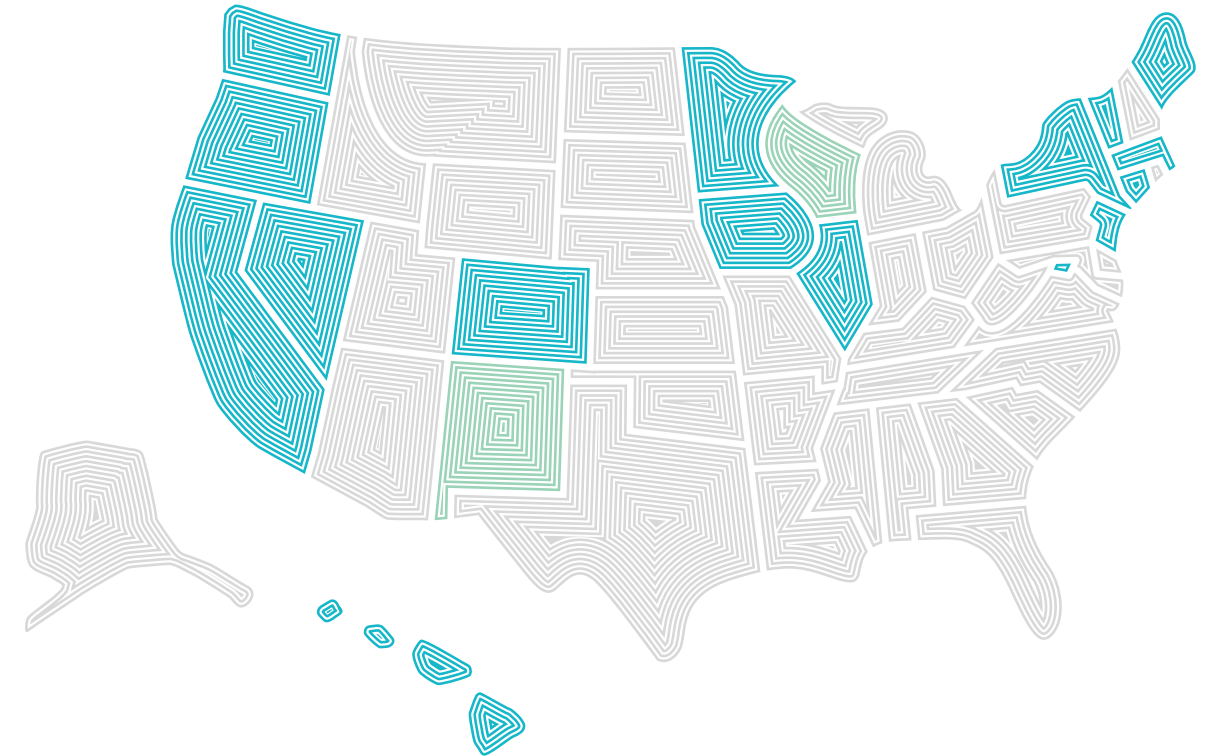
STATES THAT PROHIBIT PUBLIC ACCOMMODATIONS DISCRIMINATION BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY

- | | | |
|----------------------|---------------|--------------|
| California | Iowa | New Mexico |
| Colorado | Maine | New York |
| Connecticut | Maryland | Oregon |
| Delaware | Massachusetts | Rhode Island |
| District of Columbia | Minnesota | Vermont |
| Hawaii | Nevada | Washington |
| Illinois | New Hampshire | |
| | New Jersey | |

STATES THAT PROHIBIT PUBLIC ACCOMMODATIONS DISCRIMINATION BASED ON SEXUAL ORIENTATION ONLY

- Wisconsin

NON-DISCRIMINATION IN EDUCATION



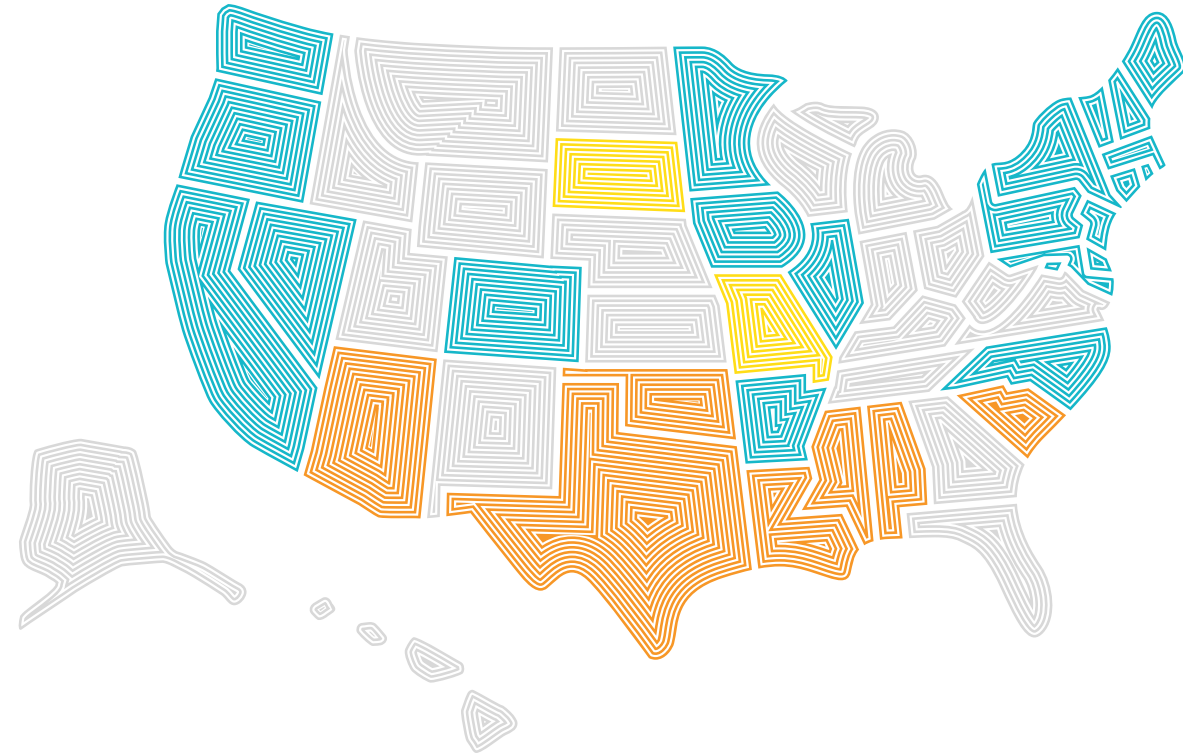
STATES THAT PROHIBIT NON-DISCRIMINATION IN EDUCATION ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY

- | | | |
|----------------------|---------------|------------|
| California | Illinois | New Jersey |
| Colorado | Iowa | New York |
| Connecticut | Maine | Oregon |
| District of Columbia | Massachusetts | Vermont |
| Hawaii | Minnesota | Washington |
| | Nevada | |

STATES THAT PROHIBIT NON-DISCRIMINATION IN EDUCATION ON THE BASIS OF SEXUAL ORIENTATION ONLY

- New Mexico Wisconsin

ANTI-BULLYING LAWS



STATES WITH ANTI-BULLYING LAWS THAT PROVIDE SPECIFIC PROTECTION BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY

- | | | |
|----------------------|---------------|----------------|
| Arkansas | Iowa | New York |
| California | Maine | North Carolina |
| Colorado | Maryland | Oregon |
| Connecticut | Massachusetts | Rhode Island |
| Delaware | Minnesota | Vermont |
| District of Columbia | Nevada | Washington |
| Illinois | New Hampshire | |
| | New Jersey | |

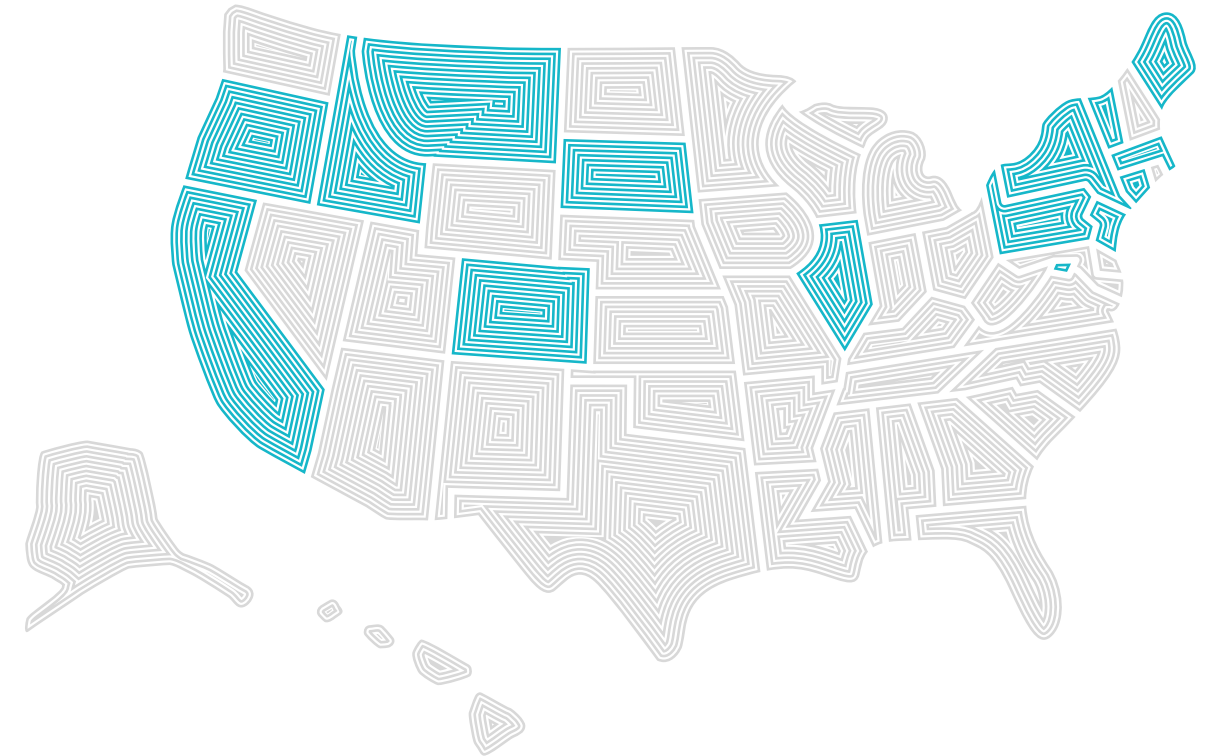
STATES WITH ANTI-BULLYING LAWS THAT PREVENT SCHOOL DISTRICTS FROM SPECIFICALLY PROTECTING LGBTQ STUDENTS

- Missouri South Dakota

STATES WITH LAWS THAT RESTRICT THE INCLUSION OF LGBTQ TOPICS IN SCHOOLS

- | | | |
|-----------|----------------|-------|
| Alabama | Mississippi | Texas |
| Arizona | Oklahoma | |
| Louisiana | South Carolina | |

SECOND PARENT ADOPTION*

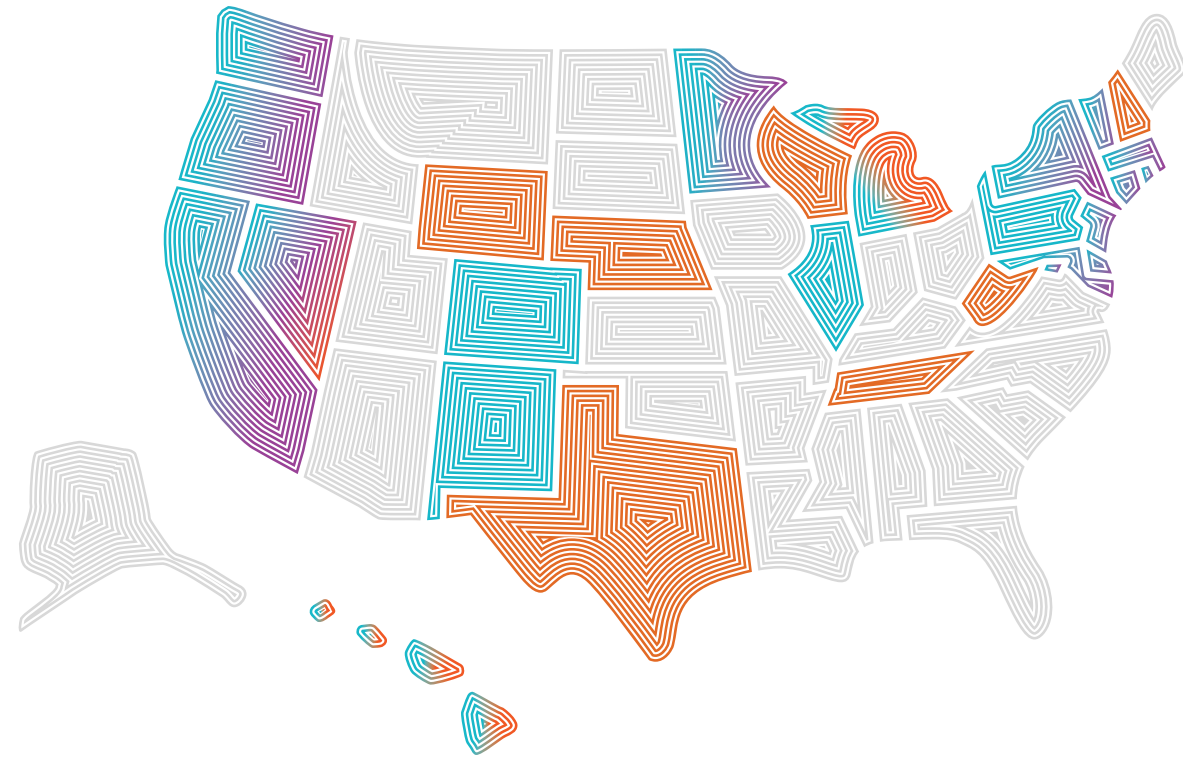


STATES WHERE SECOND-PARENT ADOPTION IS AN OPTION FOR SAME-SEX COUPLES STATEWIDE

- | | | |
|----------------------|---------------|--------------|
| California | Illinois | Oregon |
| Colorado | Maine | Pennsylvania |
| Connecticut | Massachusetts | South Dakota |
| District of Columbia | Montana | Vermont |
| Idaho | New Jersey | |
| | New York | |

* Please see individual state scorecards for other criteria related to relationship recognition on adoption and non-discrimination provisions.

TRANSGENDER HEALTHCARE



STATES WITH BANS ON INSURANCE EXCLUSIONS FOR TRANSGENDER HEALTH CARE

- | | | |
|----------------------|---------------|--------------|
| California | Illinois | New Mexico |
| Colorado | Maryland | New York |
| Connecticut | Massachusetts | Oregon |
| Delaware | Michigan | Pennsylvania |
| District of Columbia | Minnesota | Rhode Island |
| Hawaii | Nevada | Vermont |
| | New Jersey | Washington |

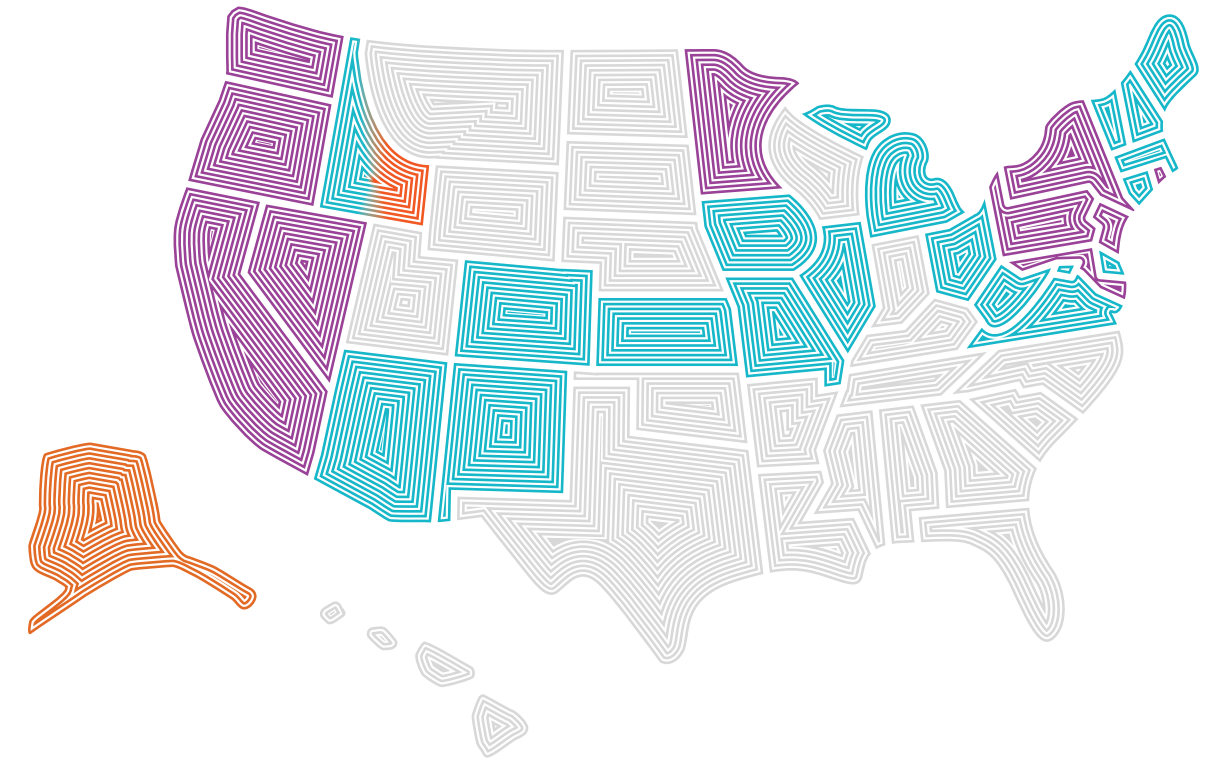
STATES WITH TRANSGENDER-INCLUSIVE HEALTH BENEFITS FOR STATE EMPLOYEES

- | | | |
|----------------------|---------------|--------------|
| California | Massachusetts | Rhode Island |
| Connecticut | Minnesota | Vermont |
| Delaware | Nevada | Washington |
| District of Columbia | New Jersey | |
| Maryland | New York | |
| | Oregon | |

STATES WITH TRANSGENDER COVERAGE EXCLUSIONS IN MEDICAID

- | | | |
|---------|---------------|---------------|
| Alaska | Michigan | Texas |
| Georgia | Missouri | West Virginia |
| Hawaii | Nebraska | Wisconsin |
| Idaho | Nevada | Wyoming |
| Iowa | New Hampshire | |
| Maine | Tennessee | |

GENDER MARKER CHANGE ON IDENTIFICATION DOCUMENTS



STATES WITH LAWS AND POLICIES THAT FACILITATE GENDER MARKER CHANGE ON DRIVER'S LICENSE ONLY

- | | | |
|-------------|---------------|---------------|
| Alaska | Kansas | Ohio |
| Arizona | Maine | Vermont |
| Colorado | Massachusetts | Virginia |
| Connecticut | Michigan | West Virginia |
| Delaware | Missouri | |
| Idaho | New Hampshire | |
| Indiana | New Mexico | |
| Iowa | | |

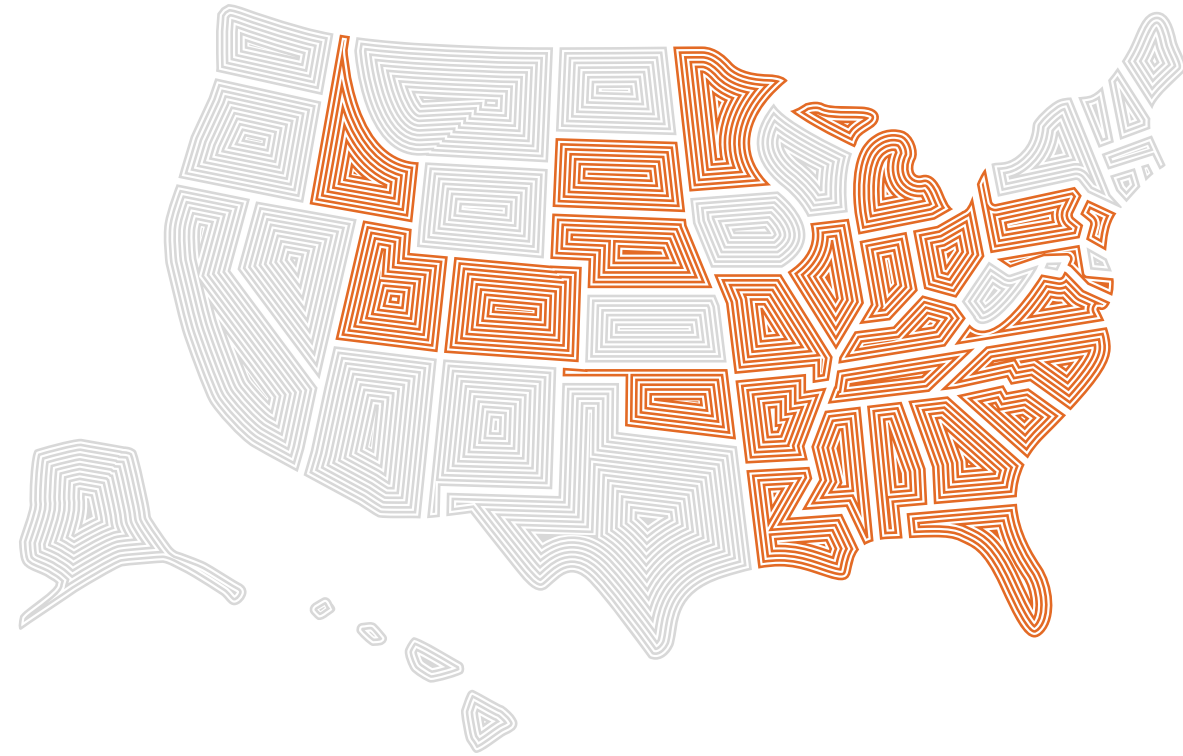
STATES WITH LAWS AND POLICIES THAT FACILITATE GENDER MARKER CHANGE ON DRIVER'S LICENSES AND BIRTH CERTIFICATES

- | | | |
|----------------------|------------|--------------|
| California | Maryland | Oregon |
| District of Columbia | Minnesota | Pennsylvania |
| Hawaii | Nevada | Rhode Island |
| Illinois | New Jersey | Washington |
| | New York | |

STATES WITH LAWS AND POLICIES THAT PREVENT TRANSGENDER PEOPLE FROM RECEIVING APPROPRIATE IDENTIFICATION

- | | |
|-------|-----------|
| Idaho | Tennessee |
|-------|-----------|

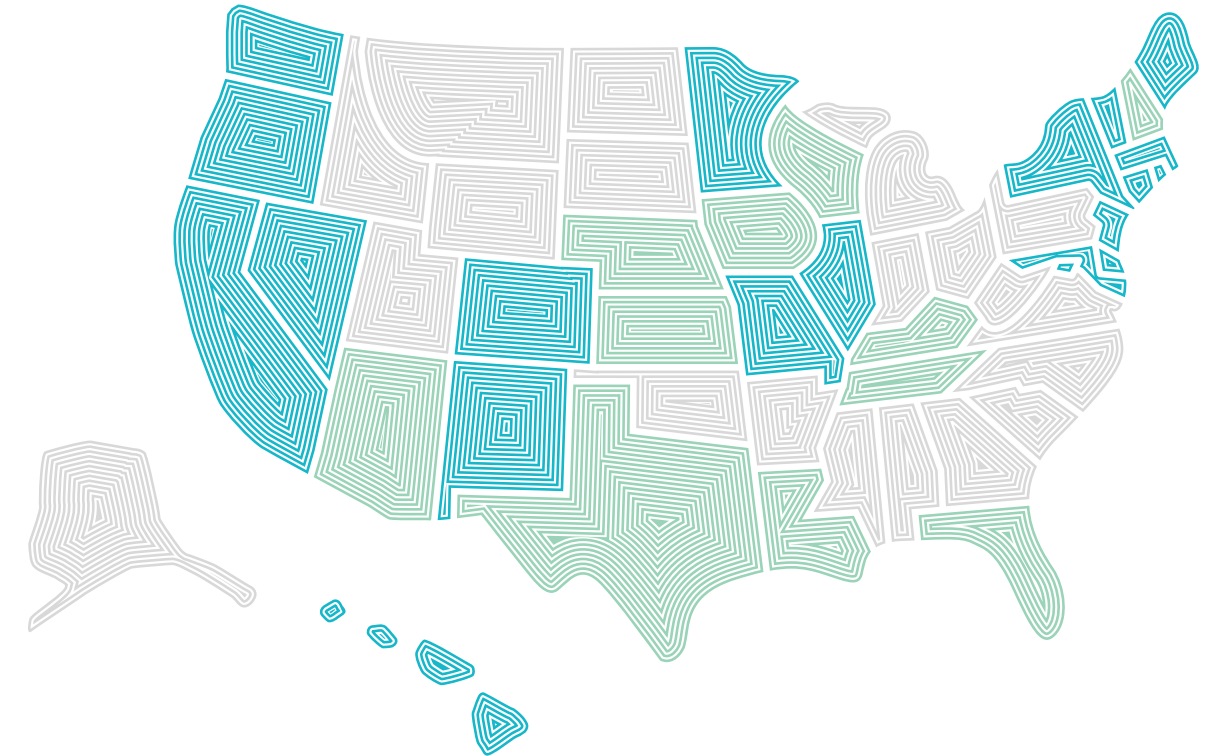
HIV/AIDS CRIMINALIZATION



STATES WITH LAWS THAT CRIMINALIZE BEHAVIORS THAT CARRY A LOW OR NEGLIGIBLE RISK OF HIV TRANSMISSION

- | | | |
|----------|----------------|----------------|
| Alabama | Louisiana | Ohio |
| Arkansas | Maryland | Oklahoma |
| Colorado | Michigan | Pennsylvania |
| Florida | Minnesota | South Carolina |
| Georgia | Mississippi | South Dakota |
| Idaho | Missouri | Tennessee |
| Illinois | Nebraska | Utah |
| Indiana | New Jersey | Virginia |
| Kentucky | North Carolina | |

HATE CRIMES & CRIMINAL JUSTICE



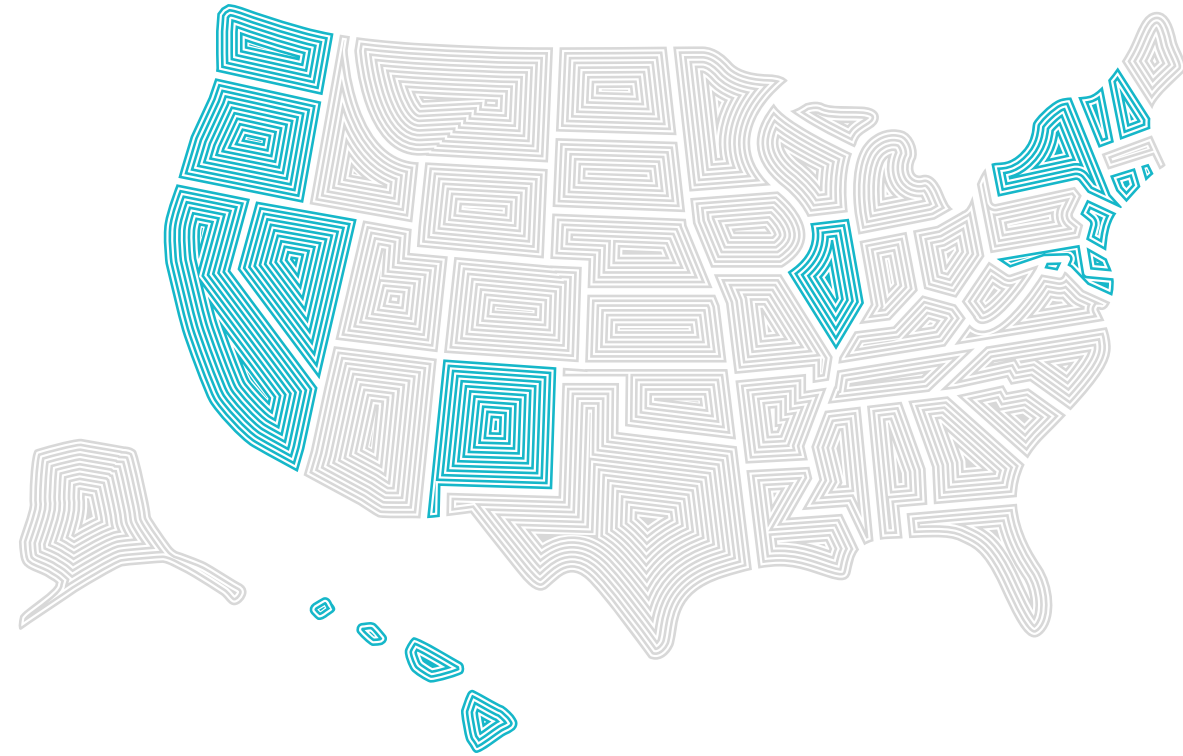
STATES THAT HAVE A LAW THAT ADDRESSES HATE OR BIAS CRIMES BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY

- | | | |
|----------------------|---------------|--------------|
| California | Maine | New York |
| Colorado | Maryland | Oregon |
| Connecticut | Massachusetts | Rhode Island |
| Delaware | Minnesota | Vermont |
| District of Columbia | Missouri | Washington |
| Hawaii | Nevada | |
| Illinois | New Jersey | |
| | New Mexico | |

STATES THAT HAVE A LAW THAT ADDRESSES HATE OR BIAS CRIMES BASED ON SEXUAL ORIENTATION ONLY

- | | | |
|---------|---------------|-----------|
| Arizona | Kentucky | Tennessee |
| Florida | Louisiana | Texas |
| Iowa | Nebraska | Wisconsin |
| Kansas | New Hampshire | |

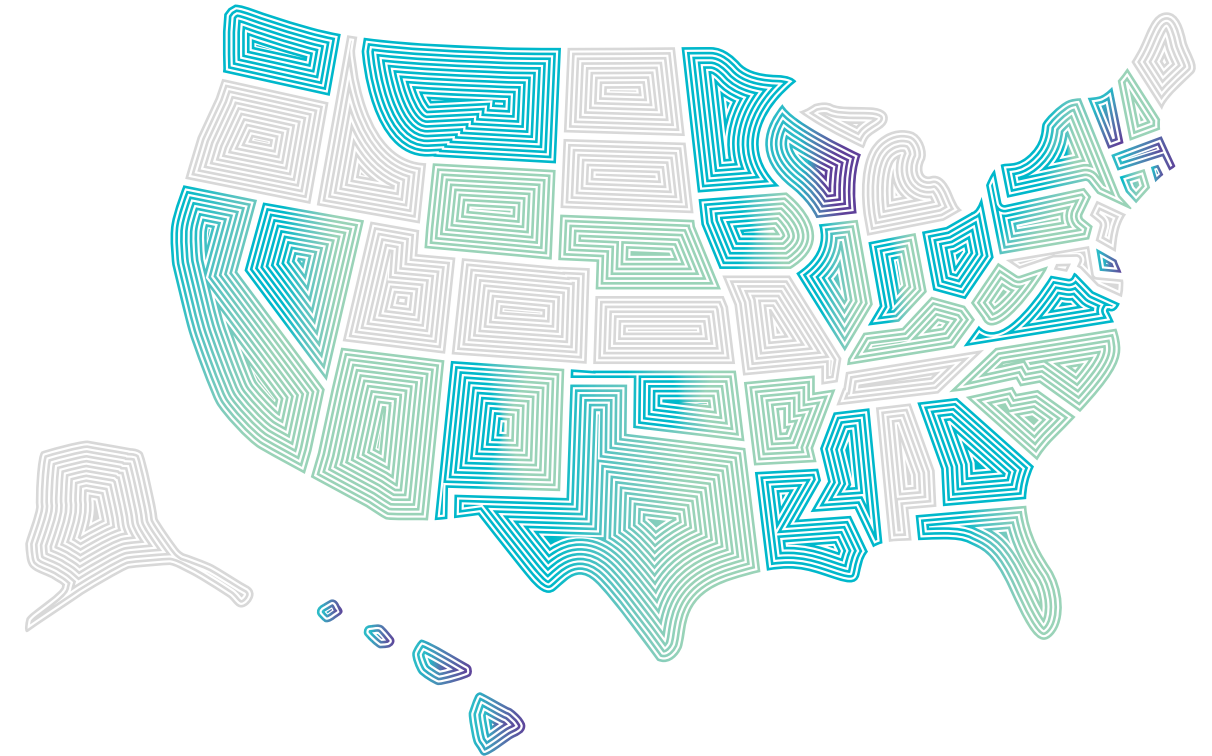
ANTI-CONVERSION THERAPY



STATES WITH LAWS THAT PROTECT YOUTH FROM CONVERSION THERAPY

- | | | |
|----------------------|---------------|--------------|
| California | Illinois | Oregon |
| Connecticut | Maryland | Rhode Island |
| Delaware | Nevada | Vermont |
| District of Columbia | New Hampshire | Washington |
| Hawaii | New Jersey | |
| | New Mexico | |
| | New York | |

DATA COLLECTION



STATES THAT COLLECT DATA ON THE BEHAVIORAL RISK FACTOR SURVEILLANCE SYSTEM (BRFSS) ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY

- | | | |
|-------------|----------------|----------------|
| California | Massachusetts | Pennsylvania |
| Connecticut | Minnesota | Rhode Island |
| Delaware | Mississippi | South Carolina |
| Florida | Montana | Texas |
| Georgia | Nevada | Vermont |
| Hawaii | New Mexico | Virginia |
| Illinois | New York | Washington |
| Indiana | North Carolina | Wisconsin |
| Iowa | Ohio | |
| Louisiana | Oklahoma | |

STATES THAT COLLECT DATA ON BOTH THE BRFSS AND YRBSS FOR SEXUAL ORIENTATION AND GENDER IDENTITY

- | | | |
|----------|---------------|-----------|
| Delaware | Massachusetts | Vermont |
| Hawaii | Rhode Island | Wisconsin |

STATES THAT COLLECT DATA ON THE YOUTH RISK BEHAVIOR SURVEILLANCE SYSTEM (YRBSS) ON THE BASIS OF SEXUAL ORIENTATION

- | | | |
|-------------|----------------|----------------|
| Arizona | Kentucky | Pennsylvania |
| Arkansas | Nebraska | South Carolina |
| California | Nevada | Texas |
| Connecticut | New Hampshire | West Virginia |
| Florida | New Mexico | Wyoming |
| Illinois | New York | |
| Indiana | North Carolina | |
| Iowa | Oklahoma | |

STATE CATEGORIES FOR SEI SCORECARDS

In the SEI scorecards, we have grouped states into several broad categories to provide a general idea about the types of advocacy which occur in different states as well as the types of statewide laws and policies affecting LGBTQ equality in such states. The categories are:



HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

In these states, advocates focus on raising support for basic LGBTQ equality, such as non-discrimination laws. These states are most likely to have religious refusal or other anti-LGBTQ laws. Advocates might further LGBTQ equality by focusing on municipal protections for LGBTQ people or opposing negative legislation that would



BUILDING EQUALITY

In these states, advocates work to build upon initial advances toward LGBTQ equality, such as the passage of a safe schools law, expanding non-discrimination protections, or some protections in healthcare. Work in these states varies widely but may focus on opposing negative legislation, passing comprehensive non-discrimination laws, or making it easier for LGBTQ people to create families.



SOLIDIFYING EQUALITY

These states generally have several basic measures of equality, including non-discrimination protections or anti-bullying laws. Advocates work to ensure the broad implementation of these laws while advancing laws concerning parenting, youth, health, and safety to achieve full equality for the LGBTQ community.



WORKING TOWARD INNOVATIVE EQUALITY

These states have a broad range of protections to ensure equality for LGBTQ people, including comprehensive non-discrimination laws, safe schools laws, and work to create healthcare access for transgender people. Advocates focus on the implementation of laws and advance innovative legislation that addresses the needs of the vulnerable.

GEORGIA

While we've seen dozens of harmful bills and amendments introduced over the years, our fight during the 2018 legislative session narrowed down to whether or not state-funded adoption and foster care agencies should be allowed to refuse to work with same-sex couples and LGBTQ youth.

Making this fight harder, Georgia's adoption laws were in desperate need of updating, requiring bad language be stripped from an otherwise good bill that was first introduced in 2017. With pressure from child welfare groups and allies of the LGBTQ community, a deal was made to advance a bill to the Governor's desk that didn't include discriminatory language.

However, the deal also meant that a second bill would be introduced allowing faith-based agencies to deny services based upon their religious views. Similar bills have passed in ten states over recent years and our opponents were anxious to make Georgia the eleventh.

At rallies and in editorials, we highlighted the stories of youth and families that would be hurt by this legislation. We held presentations and briefings to warn of the damage it would do to Georgia's reputation as a business, tourist, and convention destination. And, despite desperate attempts from our opponents in the final hours of the session, we were ultimately successful in keeping the bill from advancing to the Governor's desk.

We were also successful in leveraging the harms of this bill into our electoral strategies later in the year, and specifically defeated a number of lawmakers that had supported this and other anti-LGBTQ bills over the past few years.

Georgia still has a long way to go to provide fairness, safety, and opportunity to its LGBTQ residents and visitors; however, we have shown that being anti-LGBTQ has consequences. More importantly, we are gaining the momentum needed to secure the legislation our community needs and deserves in the years ahead.

JEFF GRAHAM

Chief Executive Officer
Georgia Equality



◆ PARENTING LAWS & POLICIES

Every child deserves a loving home and every family should be able to recognize familial relationships free from discrimination on the basis of sexual orientation or gender identity.

This category evaluates state laws, policies, or court cases that allow for the creation and recognition of family units or that affect the ability of LGBTQ families to adopt and provide legal recognition for their families.

Some states prevent LGBTQ individuals or same-sex couples from serving as adoptive or foster parents, and many public child welfare agencies still discriminate against qualified, licensed LGBTQ foster and adoptive families. When LGBTQ families are denied the ability to foster and adopt children, children are denied the right to safe, happy, and healthy permanent homes.

Note that not all states allow for each of the family creation legal mechanisms detailed in this category. It is also important to note that family law can differ widely between jurisdictions, and items in the category may not reflect variances in family law issues between different counties within a state. Unless there is a specific prohibition on joint or second parent adoptions in a state, it is likely that at least some same-sex couples are able to adopt via these mechanisms through individual judges.

POSITIVE LAWS & POLICIES

SECOND PARENT ADOPTION

This item indicates state laws or court decisions that allow a second parent of the same sex to petition to adopt their partner's children, regardless of whether they are in a legally recognized relationship.

SURROGACY LAWS

This item indicates state laws that explicitly allow for gestational surrogacy but do not exclude LGBTQ people or privilege married partners. Gestational surrogacy is a surrogacy arrangement where the surrogate has no genetic relation to the child.

FOSTER CARE NON-DISCRIMINATION

This item indicates state laws or administrative policies that prohibit discrimination against LGBTQ people in the placement of foster youth.

FOSTER PARENT TRAINING REQUIRED

This item indicates state laws or agency regulations that require prospective foster parents to receive training regarding LGBTQ youth in areas like cultural competency and legal requirements.

PARENTAL PRESUMPTION FOR SAME-SEX COUPLES

This item indicates that the state, through statewide court rulings, statutes, or agency guidance, presumes that a parental relationship exists for both parents in a same-sex marriage with regard to any children born of that marriage.

CONSENT TO INSEMINATE

This item indicates state laws that specifically allow unmarried same-sex couples to create parentage for both parents for an intended child by formally consenting to insemination of one of the parents

DE FACTO PARENT RECOGNITION

This item indicates a limited recognition of de facto parents as a basis for visitation or custody, generally through court cases. De facto parents are individuals who serve in the role of a parent, but have no legally recognized tie to the child.

♥ RELIGIOUS REFUSAL AND RELATIONSHIP RECOGNITION

All loving and committed couples deserve equal respect and legal recognition. Support for marriage equality for same-sex couples has grown rapidly, and after the Obergefell ruling by the U.S. Supreme Court, every state is obligated to recognize the marriages of same-sex partners.

Following this historic ruling, several states have continuously introduced bills that would limit recognition

of same-sex marriages or allow state officials to refuse to provide licenses or other services for same-sex couples.

NEGATIVE LAWS & POLICIES

STATE RELIGIOUS FREEDOM RESTORATION ACTS

This item indicates state laws that purport to preserve "religious freedom", but which may in fact undermine state non-discrimination protections. Their laws generally fall within one of two categories: the so-called "religious freedom restoration acts", and the laws that specifically allow marriage-service providers to discriminate on the basis of their religion. State laws that explicitly make clear that civil rights protections are not subject to religious refusal will not fall in this category.

RELIGIOUS EXEMPTIONS FOR PROFESSIONAL TRAINING/PRACTICE

This item indicates state laws that specifically prevent public institutions of higher education

or state professional licensing boards from disciplining students or professionals for failing to meet their professional standards of conduct (generally relating to non-discrimination) on the basis of their personal religious beliefs.

FIRST AMENDMENT DEFENSE ACT

This item indicates state laws that purport to protect religious expression but actually grant a right to discriminate. These laws protect people working at a public agency, or a private individual or agency that receives funds, licensing, or other recognition from the state, from losing any of those benefits as a result of discriminatory action that is based on an individual's sexual orientation or gender identity.

TENNESSEE

The Rev. Pamela Hawkins asked me the question every advocate dreams of being asked, “What do you need right now?”

I knew the answer. We needed a reliable way to fill legislative committee rooms with people showing solidarity with the LGBTQ community when discriminatory bills are up for a vote.

My theory was that retired persons would be a natural fit for this special mission because their flexible schedules allow them to be at the Legislature while others are at work or school.

As Pam and I talked, we decided that diverse faith communities could play a role.

Recently retired herself, Pam had connections with a number of congregations and clergy. In fact, she had already helped us develop lists of clergy publicly opposing legislation like the anti-transgender bathroom bills that have appeared in Tennessee over the last three years.

Pam began reaching out to her contacts. Soon we had scheduled our first orientation for retired persons willing to exercise a “ministry of presence” in the halls of the Legislature.

We rightly hear a great deal about including youth in advocacy. Seniors can also be agents in transforming our public policy work. The stereotype is that retirees and people of faith would be more likely to support discriminatory legislation. That is all the more reason to make sure we recruit volunteers from every age group.

As advocates, we always ask, “What should be done?” Sometimes the answer comes when we ask, “Who should do it?” We are grateful to Pam for helping us forge a new path in protecting Tennessee’s LGBTQ community.

CHRIS SANDERS

Executive Director
Tennessee Equality Project



★ NON-DISCRIMINATION LAWS & POLICIES

It should not be legal to deny someone the right to work, rent a home, receive an education, or be served in a place of public accommodation because of their sexual orientation or gender identity.

Recognizing that LGBTQ people should be free of discrimination in all areas of life, this publication takes a comprehensive view of non-discrimination laws and policies, looking at areas where not every state provides protections. This category evaluates whether discrimination on the basis of sexual orientation and gender identity is explicitly prohibited through statewide laws or policies in a host of areas,

including employment, housing, education, and public accommodations. In some states, the protections outlined in a specific area do not exist for any characteristic—including race, sex, or disability.

For each item in this category, it is noted whether the law or policy provides non-discrimination protection on the basis of sexual orientation, gender identity, or both.

POSITIVE LAWS & POLICIES

EMPLOYMENT

This item indicates state laws that prohibit discrimination in private employment on the basis of sexual orientation or gender identity, among other categories.

HOUSING

This item indicates state laws that prohibit discrimination in rental or purchase of housing on the basis of sexual orientation or gender identity.

PUBLIC ACCOMMODATIONS

This item indicates state laws that prohibit discrimination in public accommodations on the basis of sexual orientation or gender identity.

Public accommodations are generally defined as entities, both public and private, that are used by the public. Examples may include retail stores, rental establishments, and service establishments, as well as educational institutions or recreation facilities. The types of entities that fall into this category vary widely and are based on state law.

EDUCATION

This item indicates state laws that prohibit discrimination against students in public education on the basis of sexual orientation or gender identity.

ADOPTION

This item indicates state laws or administrative policies that protect youth involved in the adoption system from discrimination on the basis of sexual orientation or gender identity.

FOSTER CARE

This item indicates state laws or administrative policies that protect youth involved in the foster care system from discrimination on the basis of sexual orientation or gender identity.

INSURANCE

This item indicates state laws or administrative policies that prohibit discrimination in at least some forms of insurance on the basis of sexual orientation or gender identity.

CREDIT

This item indicates state laws or administrative policies that prohibit discrimination in the granting of credit, establishment of loans, or other elements of banking on the basis of sexual orientation or gender identity.

JURY SELECTION

This item indicates state laws, administrative policies, or court decisions that prohibit discrimination in jury selection on the basis of sexual orientation or gender identity.

COLLEGES AND UNIVERSITIES

This item indicates state laws or state university system policies that prohibit discrimination in admission and access to campus services and facilities on the basis of sexual orientation or gender identity.

★ NON-DISCRIMINATION LAWS & POLICIES

POSITIVE LAWS & POLICIES

NON-DISCRIMINATION POLICY FOR STATE EMPLOYEES

This item indicates state laws or administrative policies that prohibit discrimination against state employees on the basis of sexual orientation or gender identity.

NEGATIVE LAWS & POLICIES

RESTRICTIONS ON MUNICIPAL PROTECTIONS

This item indicates state laws that prevent municipalities in a state from passing non-discrimination ordinances that would protect categories broader than those protected by state law, generally leaving out sexual orientation and gender identity.

This is different from states that have adopted "Dillon's Rule", which also limits municipal power but does so without a discriminatory intent.

“Recognizing that LGBTQ people should be free of discrimination in all areas of life, this publication takes a comprehensive view of non-discrimination laws & policies, looking at areas where not every state provides protections.”

MARYLAND

During the 2018 General Assembly session, our State House and Governor took steps to protect LGBTQ youth in Maryland. In May of 2018, Maryland became the 11th state to legally protect LGBTQ youth from conversion therapy when Republican Governor Larry Hogan signed SB 1028 into law.

Additionally, our representatives passed SB 1218 creating a state fund that expands housing and support services to unaccompanied youth experiencing homelessness – a disproportionate number of whom identify as members of the LGBTQ community.

Maryland's prohibition on conversion therapy is an important affirmation to LGBTQ youth across our state. It unequivocally states they are perfect as they are and are deserving of every opportunity to help them thrive. FreeState Justice is proud to have worked alongside the Human Rights Campaign (HRC), WISE of Anne Arundel County, and our unwavering elected officials to pass this legislation with bipartisan support. SB 1028 was introduced by Senator Richard Madaleno and Delegate Bonnie Cullison, and SB 1218 was introduced by Senator William Smith, Jr. and Delegate Mary Washington.

During debate on SB 1028 on the House floor, then-Republican Delegate Meagan Simonaire broke with party lines and addressed the House floor with passionate, personal remarks urging her colleagues to support the bill. She said, "What is not broken, cannot be fixed." In her remarks, she shared that she is bisexual and personally experienced the pain associated with

not being accepted for who she is. We applaud and honor Delegate Simonaire's courage and the strong example and impassioned message that she sent to LGBTQ youth in our state.

Looking ahead to 2019, FreeState Justice will continue our focus on affirming and protecting the rights of LGBTQ youth, working for access to high-quality affirming healthcare, fighting for equity for trans and gender expansive Marylanders, and expanding our LGBTQ Legal Defense Fund to help those in Maryland facing discrimination.

Together with partners like the Human Rights Campaign, we know we can make Maryland the national leader in LGBTQ equality that we know it can and should be.

MARK PROCOPIO
Executive Director
FreeState Justice



NEW JERSEY

New Jersey continued to make great strides for transgender equality in 2018, passing legislation to simplify birth and death certificate changes, establishing the first interagency State Transgender Tasks Force in the country, and issuing guidance affirming transgender students.

In July of 2018, Governor Philip D. Murphy (D) signed three pieces of legislation advancing equality for transgender New Jerseyans. A1718/S478, named for transgender activist Babs Siperstein, simplifies the process for changing the gender marker on a birth certificate by removing the outdated and burdensome “proof of surgery” requirement, replacing a letter from a therapist with self-attestation, and adding a non-binary gender option.

A1726/S493 mandates that death certificates reflect a person’s gender identity irrespective of the gender they were assigned at birth. Finally, A1727/S705 establishes the New Jersey Transgender Task Force, an interagency committee comprised of representatives from 17 state agencies, transgender activists and advocates, parents of transgender children, and professionals working with the transgender community in the legal and healthcare fields.

Then in September of 2018, the New Jersey Department of Education (DOE) issued guidelines on working with transgender students to every public school in the state.

The guidelines were mandated by a 2017 law and Garden State Equality worked with community partners, such as the local GLSEN chapters and the ACLU-NJ, on both the legislative push and the development of the guidelines through a stakeholder group set up by the NJ DOE. The new guidelines provide clarity to schools on the rights of transgender students and guidance on how to support youth and their families in transition and beyond.

Garden State Equality is proud to have worked on these groundbreaking laws and guidelines with our allies in the state legislature and agencies, our community partners in social justice movements across the state, and Governor Murphy. We look forward to continued success in the fight for LGBTQ equality in 2019 and beyond!

AARON POTENZA
Director of Policy
Garden State Equality



◎ HATE CRIMES & CRIMINAL JUSTICE LAWS

No one should be at risk of violence, targeted by criminal laws, or profiled by law enforcement because of their sexual orientation, gender identity, or HIV status.

This category evaluates state criminal laws to determine whether they equally protect residents on the basis of sexual orientation and gender identity, include LGBTQ people in hate crimes laws, eliminate unjust defenses to violent crimes committed against LGBTQ people, and proscribe police profiling of LGBTQ individuals.

This category also notes the presence of negative laws that harm public health efforts, like those that criminalize people living with HIV, as well as unconstitutional statutes like anti-sodomy laws that perpetuate stigma against LGBTQ people by their continued existence.

POSITIVE LAWS & POLICIES

ENUMERATED HATE CRIMES LAWS

This item indicates state laws that specifically include sexual orientation or gender identity in hate crimes protections.

MANDATORY REPORTING OF HATE CRIMES STATISTICS

This item indicates state laws that require the collection of data regarding incidents of hate crimes based on sexual orientation or gender identity and reporting that data to the federal government.

ELIMINATION OF BIAS RAGE OR PANIC DEFENSE FOR CRIMINAL ACTS

This item indicates a state law that prohibits the use of an affirmative defense that may be used to excuse or classify a criminal charge as a lesser charge because the revelation of the victim’s sexual orientation or gender identity caused the defendant to lose control and turn violent.

PROHIBITING PROFILING BASED ON ACTUAL OR PERCEIVED LGBTQ STATUS BY LAW ENFORCEMENT

This section denotes a state statute that prohibits law enforcement from targeting a person based on their actual or perceived sexual orientation or gender identity without trustworthy information relevant to linking that person to a crime.

NEGATIVE LAWS & POLICIES

SODOMY LAWS

This item indicates state laws that purport to criminalize sodomy, regardless of whether they are enforced. Note that these laws are not enforceable due to the Supreme Court’s *Lawrence v. Texas* decision, but they still need to be officially repealed by the state legislature.

HIV CRIMINALIZATION LAWS

This item indicates state laws that criminalize behaviors of HIV+ people that carry a low or negligible risk of HIV transmission. States that criminalize behaviors that carry a higher risk of youth-retransmission will not be noted by this measure.

YOUTH-RELATED LAWS & POLICIES

All youth should be able to participate in schools and communities that are safe and welcoming, regardless of their sexual orientation or gender identity.

This category evaluates a range of measures concerning the safety and well-being of LGBTQ youth, including safe school laws, laws to protect youth from dangerous and discredited conversion therapy, and laws to address youth homelessness. Recognizing that schools play an especially important role in the growth and development of young people, we looked at a number of measures relating to bullying prevention and school safety.

Several items in this category, particularly with regard to protecting youth from conversion therapy and addressing youth homelessness, are rapidly evolving areas of the law. While currently only a few states provide these protections, additional states will likely address these policy issues in future years.

POSITIVE LAWS & POLICIES

ANTI-BULLYING LAWS

These items indicate state laws that protect youth from bullying and harassment, generally by requiring individual school districts to have anti-bullying policies in place. Credit was given for laws that are enumerated, meaning they specifically list characteristics that are frequently the target of bullying and harassment, while providing anti-bullying protection for all students.

Enumeration is especially important to protect LGBTQ students, as research has demonstrated that non-enumerated policies are no more effective to protect vulnerable students than having no policy in place. State laws are only indicated by this item if they provide protection based on both sexual orientation and gender identity.

The second item indicates states with model policies and guidance documents, generally created by the state Department of Education, that enumerate sexual orientation and gender identity.

The "Alternative Discipline" item indicates state laws that specifically include language that supports alternative forms of discipline that focus on education, remediation, prevention, and providing support for the target of bullying, rather than exclusionary discipline, criminalization, or "zero tolerance" policies for bullying and harassment.

Finally, the "Cyberbullying" item indicates that the state's anti-bullying law covers incidents of bullying and harassment that occur electronically, through the internet or another electronic medium. States and individual school districts vary widely on the degree to which anti-cyberbullying enforcement extends beyond the walls of the school. This category does not assess these distinctions, simply whether the law addresses bullying and harassment through electronic means.

SCHOOL SUICIDE PREVENTION POLICIES

This item indicates state laws that require public school districts to have policies that focus on suicide prevention and intervention.

TRANSGENDER INCLUSION IN SPORTS

This item indicates either legislation, regulations from the state Department of Education, or authoritative guidance from the state organization that regulates intramural secondary school sports allowing transgender students reasonable opportunity and access to participate in school sports.

PROTECTION FROM CONVERSION THERAPY

This item indicates laws designed to protect LGBTQ youth from conversion therapy through licensing restrictions that prevent licensed mental healthcare professionals from conducting conversion therapy on youth under age 18.

POSITIVE LAWS & POLICIES

LAWS TO ADDRESS LGBTQ YOUTH HOMELESSNESS

This item indicates state laws that specifically address homelessness among LGBTQ youth. For example, requiring homeless youth service providers to have non-discrimination policies in place, adequate cultural competency training, enhanced data collection to better understand disparities among this vulnerable population, and ensure homeless transgender youth are able to receive appropriate services based on their gender identity and expression.

LGBTQ-INCLUSIVE SEX EDUCATION LAWS

This item indicates state law or regulatory guidance that requires any sexual health education provided to students be specifically inclusive of LGBTQ youth.

LGBTQ-INCLUSIVE JUVENILE JUSTICE POLICIES

This item indicates state laws, regulations, or policies designed to protect LGBTQ youth in juvenile justice settings from discrimination on the basis of sexual orientation and gender identity.

NEGATIVE LAWS & POLICIES

INEQUALITY IN AGE OF CONSENT FOR SAME-SEX COUPLES

This item indicates state laws that create different standards for the age of consent in same-sex and different-sex couples. Many states have a so-called "Romeo and Juliet" exception to age of consent laws, which prevents violation of these laws as long as the couple is within a particular age range; however, for some states this exception only applies to different-sex couples.

SCHOOL LAWS THAT CRIMINALIZE YOUTH

This item refers to anti-bullying laws that have either the mandatory, one-size-fits-all discipline or zero-tolerance policies, or the laws that specifically criminalize either bullying or cyberbullying. The item does not apply to general laws that extend anti-harassment protections to an electronic medium unless they refer specifically to schools, bullying, or cyberbullying.

ANTI-BULLYING LAWS THAT PROHIBIT ENUMERATION

This item indicates state anti-bullying laws that specifically prohibit school districts from listing characteristics that are frequently the target of bullying and harassment. This undermines the protection of the law for vulnerable populations such as LGBTQ youth.

LAWS THAT RESTRICT INCLUSION OF LGBTQ TOPICS IN SCHOOLS

This item indicates state laws that prohibit educators from discussing LGBTQ topics in schools or that require that any discussion of LGBTQ topics in schools be presented in a negative way. While these laws generally pertain only to sexual health education, they are frequently interpreted in a broader way by school districts. In some states these laws are not operative, but because of the negative impact they can have on LGBTQ youth, even if they are not officially enforced, they are still noted as present.

HEALTH & SAFETY LAWS & POLICIES

Everyone should be able to access appropriate health care that is culturally competent and affirming, regardless of their sexual orientation or gender identity. Moreover, everyone should be able to access identity documents that reflect the way in which they live their lives.

This category evaluates a range of measures relating to the health and safety of LGBTQ people, including access to health care, the ability to obtain appropriate identity documents, and the collection of health survey data of LGBTQ people. Data collection pertaining to LGBTQ populations is especially important because, over time, it will allow us to assess and address health disparities among LGBTQ communities.

With the rapidly evolving nature of health care and consistent push for reforms from elected officials, it is likely that measures relating to non-discrimination in health care and prohibitions on transgender health care exclusion will continue to grow.

POSITIVE LAWS & POLICIES

LGBTQ NON-DISCRIMINATION PROTECTIONS IN AFFORDABLE CARE ACT (ACA) EXCHANGES

This item indicates state laws or administrative policies that specifically prohibit discrimination on the basis of sexual orientation or gender identity by insurance providers and health care providers through state implementation of the ACA.

While the ACA and federal regulations make clear that healthcare and insurance providers must not discriminate, enforcement is administered by the states, and so it is important that state laws and policies establish exchanges that reflect federal non-discrimination mandates.

States that do not operate their own exchanges (and therefore have no relevant laws or policies) cannot receive credit for this item.

BAN ON INSURANCE EXCLUSIONS FOR TRANS HEALTH CARE

This item indicates state laws or administrative policies that prohibit private health insurance providers from issuing policies with explicit bans on transgender or transition-related health care.

TRANSGENDER HEALTHCARE INCLUSION IN STATE MEDICAID

This item indicates state laws or agency rules that specifically allow for transition-related coverage for transgender people through state Medicaid.

TRANSGENDER-INCLUSIVE HEALTH BENEFITS FOR STATE EMPLOYEES

This item indicates state laws, administrative policies, or court decisions that provide transgender state employees access to transgender and transition-related health care through their employment health benefits.

NAME AND GENDER CHANGE ON IDENTIFICATION DOCUMENTS

These items indicate state laws or administrative policies that allow transgender people to change their gender markers on their driver's licenses or birth certificates with a minimum of difficulty. Generally, this means that these laws or policies will create a clear process and not have specific surgery requirements in order to change one's gender marker.

While there are sometimes court decisions that allow transgender people to amend their identity documents even in states without explicit rules, these items will consider only statewide laws or policies.

POSITIVE LAWS & POLICIES

HEALTH DATA COLLECTION

This item indicates the presence of sexual orientation or gender identity-related survey questions on national health data collections that are administered by the state. The Centers for Disease Control and Prevention (CDC) conducts two federal health data surveys in the majority of states: the Behavioral Risk Factor Surveillance System (BRFSS) among adults and the Youth Risk Behavior Surveillance System (YRBSS) among secondary-school aged youth. Only LGBTQ-related optional questions adopted by the CDC are counted for this measure.

While there are many other forms of both state and federal data collection, this measure looks at only these two specific surveys, as they are prominent health surveys and they include optional questions pertaining to LGBTQ populations. Note that not every state administers the YRBSS, and states that do not are indicated with an "N/A."

ALL-GENDER SINGLE-OCCUPANCY FACILITIES

This item indicates state laws or agency guidance requiring single-occupancy facilities (that is, restrooms or changing rooms meant to accommodate only one person at a time) to be designated as all-gender.

NEGATIVE LAWS & POLICIES

LAWS PROHIBITING TRANSGENDER PEOPLE FROM RECEIVING APPROPRIATE IDENTIFICATION

This item indicates states laws, administrative policies, or court decisions preventing transgender people from updating the gender markers on their driver's licenses or birth certificates under any circumstances.

TRANSGENDER EXCEPTIONS IN STATE MEDICAID COVERAGE

This item indicates state laws or administrative policies that explicitly prohibit Medicaid coverage for transition-related care for transgender people.

ACKNOWLEDGING CONTEXT

RESEARCH PROCESS

The SEI scorecards are meant to assess the presence of statewide laws, policies, and court decisions that affect LGBTQ equality, either positively or negatively. Research for this project was conducted by the SEI team — a group of staff attorneys, pro bono attorneys and law fellows — based on the criteria for each law and policy item, and compiled into a sample scorecard for each state. The data was drawn from publicly available sources. The draft scorecards were provided to members of the Equality Federation, and these organizations were offered an opportunity to review the scorecards, ask any questions, give input, and provide additional sources for the SEI team to consider. These assessments were considered by the SEI team and a final scorecard for each state was developed.

For each of the category descriptions, the SEI team made determinations on whether laws, administrative policies, or court decisions would qualify for each state law and policy item based on the nature of the item, typical statewide laws and policies concerning that item, and our determination about best practices for that item.

Laws refer to statewide statutes, either passed through the state's legislative process or through referendum. Administrative regulations and policies refer to agency guidance or documented policies from a state executive agency that has a legal effect (i.e., the policy is not merely aspirational — it is enforceable). The nature of these agency regulations and policies can vary widely based on the nature of the category, the state agency, and the administrative process in that state. Court decisions refer to final rulings by a relevant state or federal court with a statewide jurisdiction and for which the decision is in effect.

IMPORTANCE OF MUNICIPAL ADVOCACY

While the SEI examines statewide laws and policies that affect LGBTQ equality, it is important to recognize the substantial and growing role that municipal law has on LGBTQ equality across the country. In many states with a more difficult political climate for LGBTQ equality, advocates may focus on municipal protections rather than statewide law and policy for strategic reasons. Passage of municipal protections can serve to protect a large population of LGBTQ people immediately, whereas passage of statewide protections may not be feasible for years, if at all.

Also, passage of municipal protections can facilitate passage of statewide laws and policies in several ways. For example, it can show that the potential negative outcomes opponents use to block protections for LGBTQ people are demonstrably false, it empowers local advocates to become more involved, and it helps convince lawmakers that protections in their districts should be passed at the state level.

For a nationwide evaluation of municipal law, policies and services affecting LGBTQ equality, please see the Municipal Equality Index, available at hrc.org/mei.

IMPLEMENTATION AND LIVED EXPERIENCE

The SEI is an assessment of the statewide laws and policies which affect LGBTQ equality in each state and the District of Columbia. It is a roadmap for the types of state laws and policies that advocates can work toward to make positive change and a marker by which we can measure the steady passage of statewide laws and policies affecting LGBTQ equality. However, the SEI does not rank states in terms of LGBTQ equality, nor is it an assessment of the culturally friendliest states for LGBTQ people to live.

Moreover, the SEI is not able to measure the implementation of laws, policies, or court cases that affect LGBTQ equality, which can have a very real impact on the day-to-day lived experiences of LGBTQ people. While the SEI looks at the presence or absence of statewide laws and policies, it is impossible to determine the extent to which those laws are actively enforced or whether relevant training occurs. In fact, enforcement may vary considerably between states and municipalities within in a state. Many municipalities will have laws and policies that go beyond the basic requirements of statewide law, creating additional protections in areas such as non-discrimination or safe schools.

Finally, the SEI is not an evaluation of statewide advocacy efforts. We recognize that advocacy for statewide laws and policies concerning LGBTQ equality will vary drastically in different regions, based on state politics, historical context, state legislative issues, and countless other factors. For example, in some regions it may be a major victory for advocates to kill negative legislation, while in other states, such legislation has no real chance of passing. The SEI strives to present a balanced view of the types of advocacy that occurs in different states around the country, as well as a factual record of the presence of statewide laws and policies that positively or negatively affect LGBTQ equality.

“**Advocacy for statewide laws and policies concerning LGBTQ equality will vary drastically in different regions, based on state politics, historical context, state legislative issues, and countless other factors.**”



LICENSES TO DISCRIMINATE IN THE PROVISION OF CHILD WELFARE SERVICES

WHAT ARE LICENSES TO DISCRIMINATE IN CHILD WELFARE SERVICES?

The last four years have seen a surge of bills introduced in state legislatures that aim to diminish the rights of lesbian, gay, bisexual, transgender and queer (LGBTQ) people.

In 2015, state versions of the Religious Freedom Restoration Acts proliferated in states, like Indiana, angered by the imminent arrival of marriage equality; in 2016, state legislatures took aim at the transgender community with bills like North Carolina's infamous HB2; and in 2017 state legislatures pursued more targeted bills that carved out religiously- or morally-based refusals from professional regulation of certain sectors. Among these targeted refusal bills were licenses to discriminate in child welfare services. The number of these nearly doubled in 2017, from 4 to 7, with new laws passed in Alabama, South Dakota, and Texas. 2018 brought new laws in Oklahoma and Kansas, as well as a discriminatory budget proviso in South Carolina. Compounding the alarm about the implications of these state laws, the Trump/Pence administration has doubled down on this discrimination with an executive order that has the potential to expand this kind of discrimination even further in federally administered or funded programs, and is considering granting two states (South Carolina and Texas) a waiver from complying with existing non-discrimination requirements.

To be clear, these laws are about discrimination — they permit taxpayer-funded programs to pick and choose to whom they provide services they have been paid by the government to deliver. Proponents of these bills have been very forthright that the bills are a lingering reaction to marriage equality — their purpose is to enshrine discrimination into law by granting state contractors and grantees who provide taxpayer-funded child welfare services the ability to discriminate with impunity in the

provision of those services against qualified same-sex couples or LGBTQ individuals who want to adopt. However, some of the exemptions are so broad they'd also allow agencies to object to placement with single parents, parents of another faith or an interfaith couple, and others. Some of these bills are also drawn in such a way that there are implications around the agencies being able to responsibly care for LGBTQ youth, and some would implicate youth's reproductive rights as well.

This contrived controversy dates back about a decade as marriage equality spread from just a few states to the entire country. Some providers of child welfare services, citing religious objections, have threatened to cease providing state-funded services if they are forced to serve same-sex couples or other potential parents seeking to adopt a child — from interfaith couples to single parents to a married a couple where one prospective parent had been previously divorced. One of the cruelest consequences of these types of bills is that they would allow agencies to refuse to place foster children with members of their extended families — a practice often considered to be in the best interest of the child — based solely on the agency's religious beliefs. A loving, LGBTQ-identified grandparent, for example, or a stable, eager LGBTQ relative could be deemed objectionable as a matter of religious belief and therefore an unsuitable placement for a child. This is contrary to the guiding principle in child welfare to prioritize the placement of children within their family of origin whenever a relative is able and willing to step in.

Further, some of these laws would allow agencies responsible for caring for LGBTQ youth to refer that child to a provider of the abusive and discredited practice of so-called "conversion therapy", if that was consistent with the agency's religious beliefs, without the state being able to intervene, cancel the contract, or withdraw support in other ways. They would also allow an agency to refuse to give a child access to affirming mental health care, or to prevent them from continuing to receive hormone therapy. Similarly, some of the bills explicitly state that the agency can refuse to provide reproductive health care including contraception or abortion.

Child welfare services should be guided by the overarching principle that guides all family law: all determinations should be in the "best interest of the child". It isn't in the best interest of a child to deny them a qualified, loving family simply because that family doesn't share all of the tenets of the placing agency's faith, and it certainly isn't in the best interest of an LGBTQ child to be denied medical treatment, or subjected to abusive discredited practices, because the host family or child welfare agency wants to change a child's LGBTQ identity. The best interests of the child are served by making a case by case determination about whether placement of a child with a prospective family is in that child's best interest.

CONCLUSION

The proliferation of these bills in states across the country — not to mention the threat of the federal government adopting similar policies via law, regulation, or policy — should alarm anyone who believes that children in our child welfare system deserve to have their best interests be at the heart of every decision made on their behalf. The justifications for these licenses to discriminate simply don't hold up — and the harms they impose are very real.

It is important to acknowledge that religious organizations who engage in child welfare work are entitled to their religious viewpoints, and that the state cannot and should not be legislating on matters of faith. However, when engaged in taxpayer-funded activity, such as when the state awards a contract to care for children who are wards of the state in a foster care setting, state contractors should not be allowed to pick and choose to whom they provide services they have been paid by the government to deliver. These children are the state's responsibility, and they should not be subjected to discrimination or denial of necessary services simply because the state has delegated the responsibility to care for them to a provider.

License to discriminate in child welfare bills are simply one more effort to write anti-LGBTQ discrimination into law. These bills are not supported by the larger adoption community or by mental health professionals. They are not supported by the data either — data shows that LGBTQ parents are as well equipped to care for children as non-LGBTQ parents, and data also shows that in jurisdictions where religiously-affiliated agencies have withdrawn their operations in protest of having to treat same-sex couples equally that children have not been subjected to longer waits in care. Rather, these laws are harmful and unnecessary. Discriminating against qualified prospective parents using taxpayer dollars does a disservice both to the children who need homes and to the entire state; and allowing those charged with a child's care to discriminate against a child is simply unconscionable.

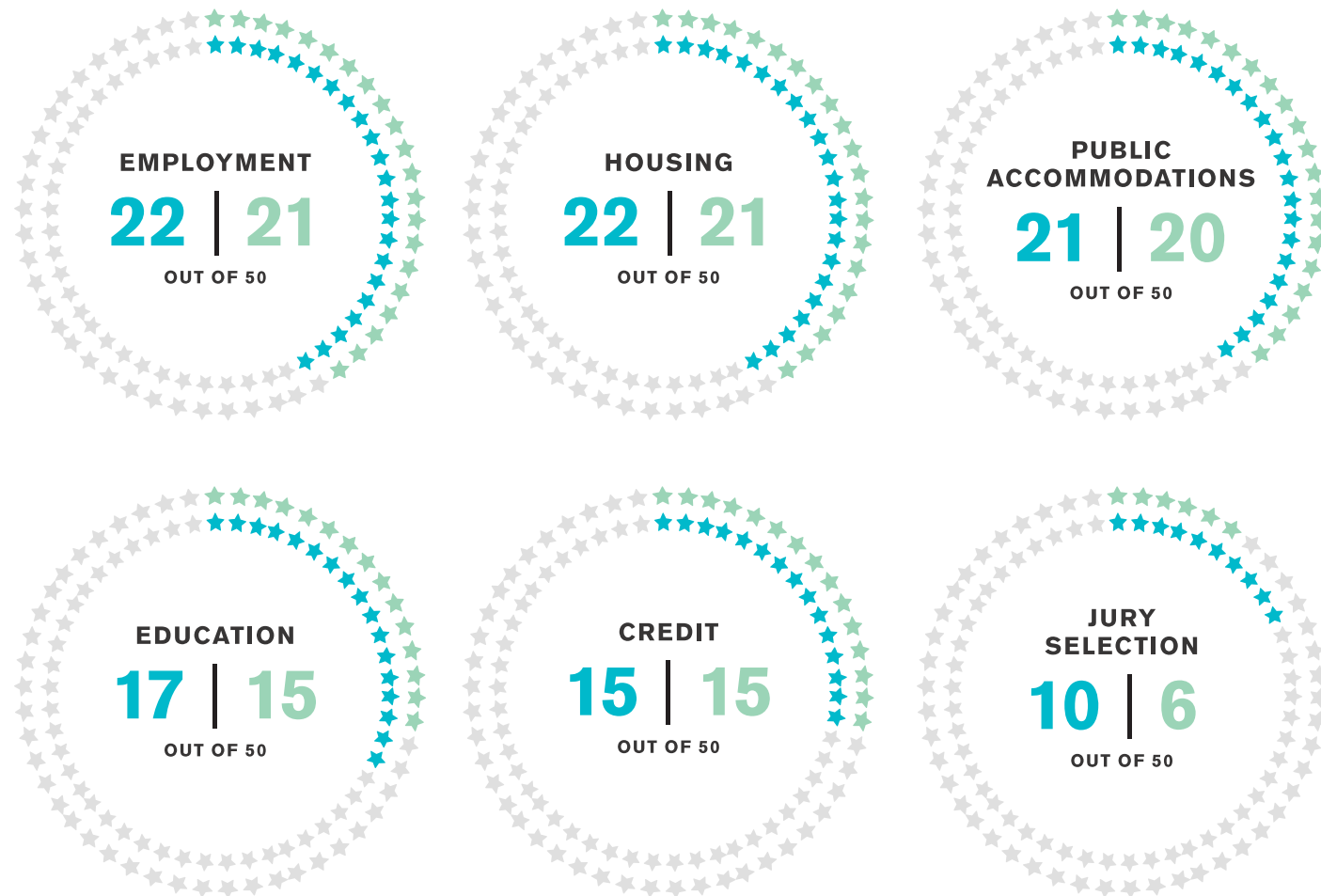
For more information about licenses to discriminate in the provision of child welfare services, see HRC's report titled, *Disregarding the Best Interest of the Child: Licenses to Discriminate in Child Welfare Services*, on www.hrc.org.

NATIONAL STATS

TOTAL STATES WITH NON-DISCRIMINATION PROTECTIONS*

★ FOR SEXUAL ORIENTA-

★ FOR GENDER IDENTITY



OUT OF
50
STATES:

CONVERSION
THERAPY
IS RESTRICTED IN
15 ★★★★★

26 
HAVE LAWS
CRIMINALIZING
HIV TRANSMISSION

12
HAVE LAWS
PERMITTING
DISCRIMINATION
— IN —
FOSTER CARE/
ADOPTION
PLACEMENT

16 HAVE TRANSGENDER
EXCLUSIONS
IN STATE MEDICAID
+++++

19 BAN INSURANCE
EXCLUSIONS
FOR TRANS HEALTH CARE
+++++

24  HAVE
LGBTQ-INCLUSIVE
JUVENILE
JUSTICE
POLICIES

31
ALLOW
TRANSGENDER
PEOPLE
TO CHANGE THEIR
NAME &
GENDER
ON THEIR
DRIVER'S
LICENSE

12
ALLOW THE SAME FOR
BIRTH
CERTIFICATES

ALABAMA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input checked="" type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

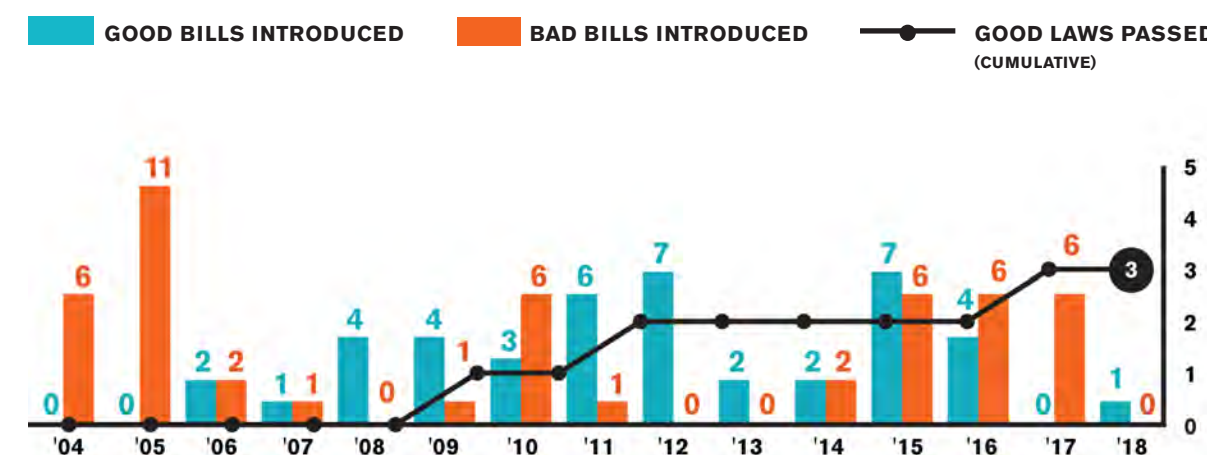
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

ALASKA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

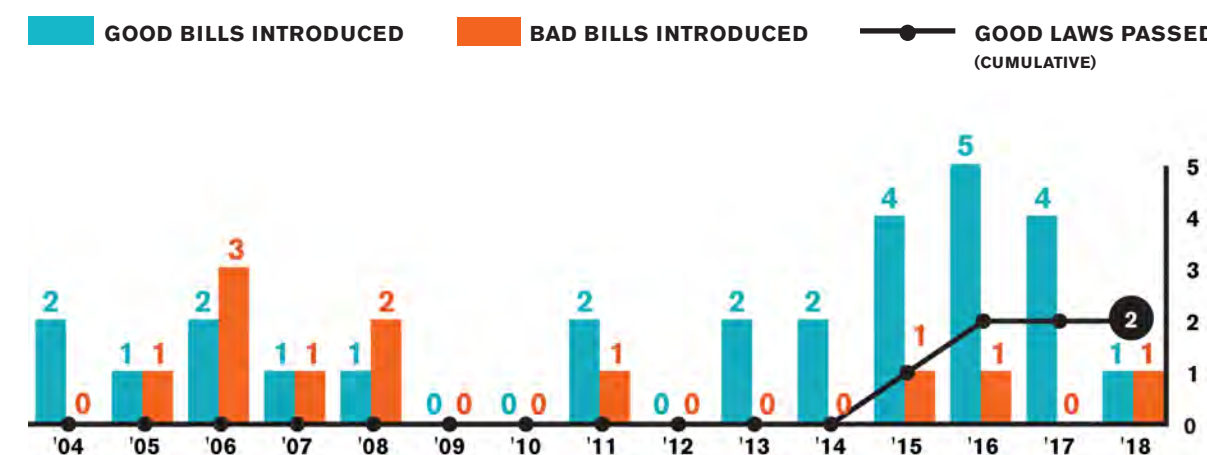
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
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LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
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▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

ARIZONA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input checked="" type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input checked="" type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

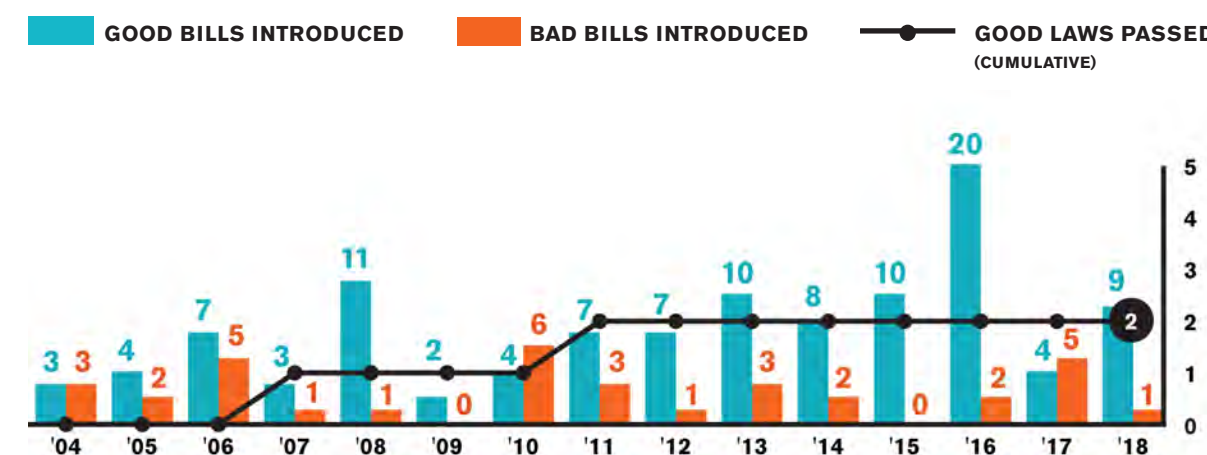
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input checked="" type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

ARKANSAS

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input checked="" type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELATIONSHIP RECOGNITION & RELIGIOUS REFUSAL LAWS

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

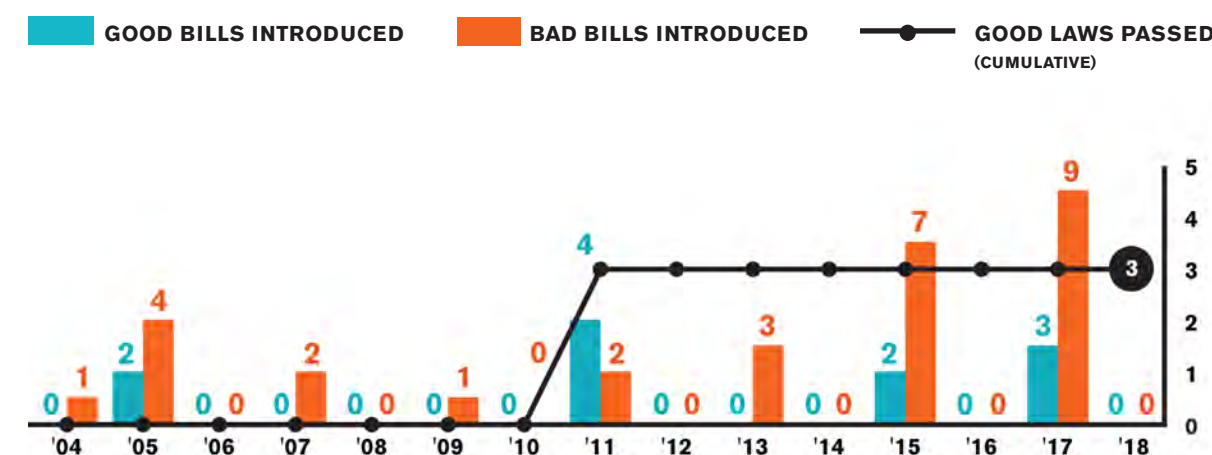
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

CALIFORNIA

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input checked="" type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input checked="" type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input checked="" type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input checked="" type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input checked="" type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input checked="" type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

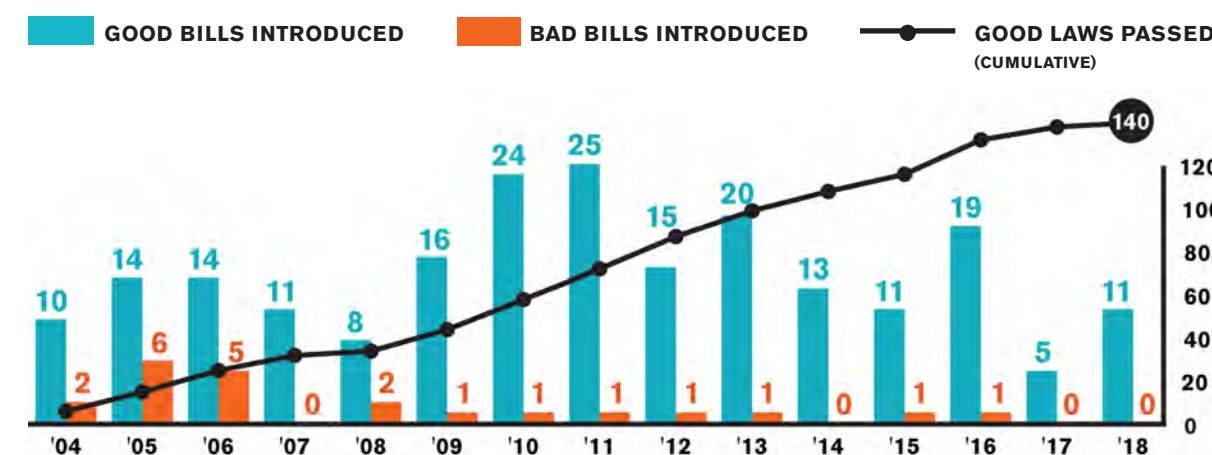
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input checked="" type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input checked="" type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input checked="" type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



COLORADO

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input checked="" type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

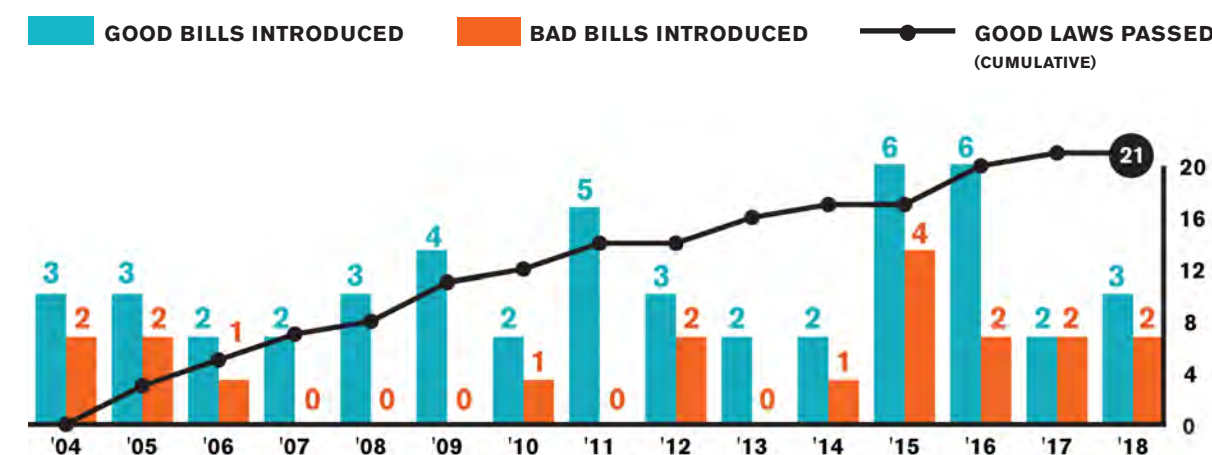
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input checked="" type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



CONNECTICUT

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input checked="" type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input checked="" type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input checked="" type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

 FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

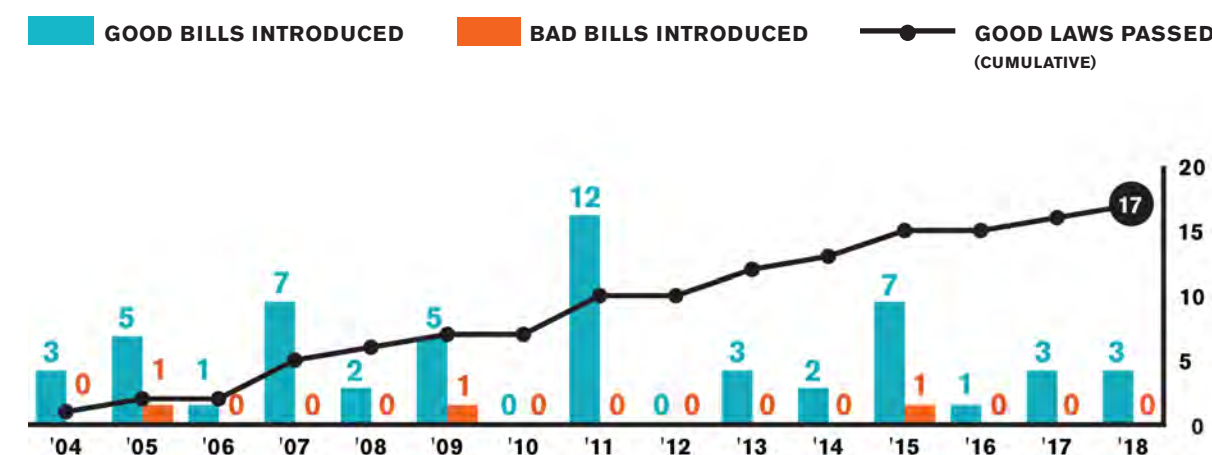
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



DELAWARE

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

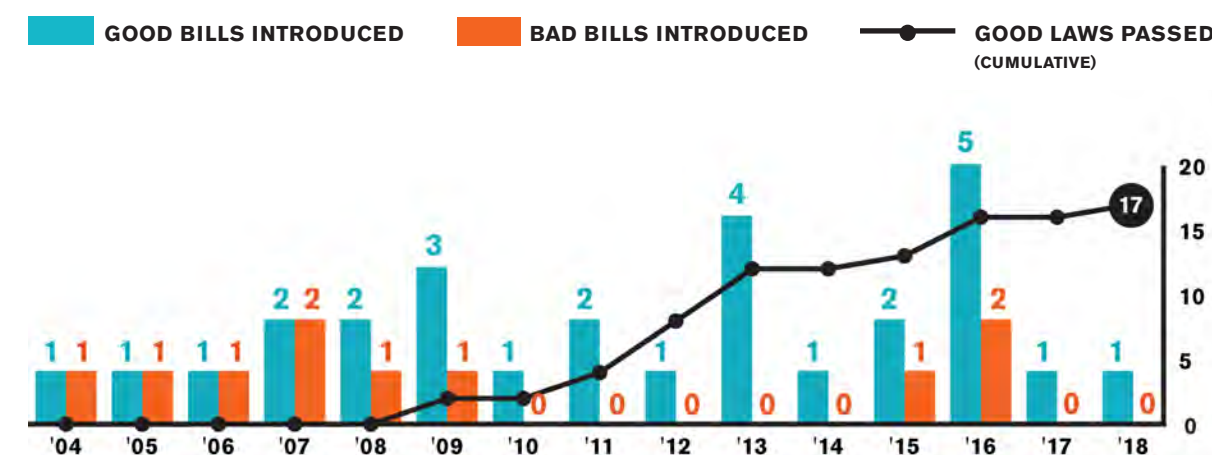
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
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▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

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- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

DISTRICT OF COLUMBIA

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input checked="" type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input checked="" type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input checked="" type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

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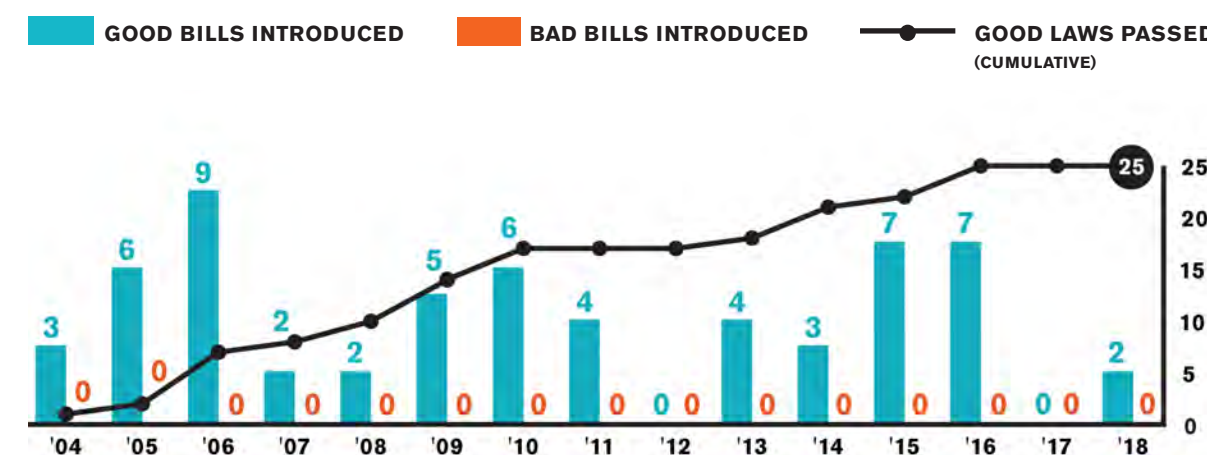
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input checked="" type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input checked="" type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input checked="" type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FLORIDA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input checked="" type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

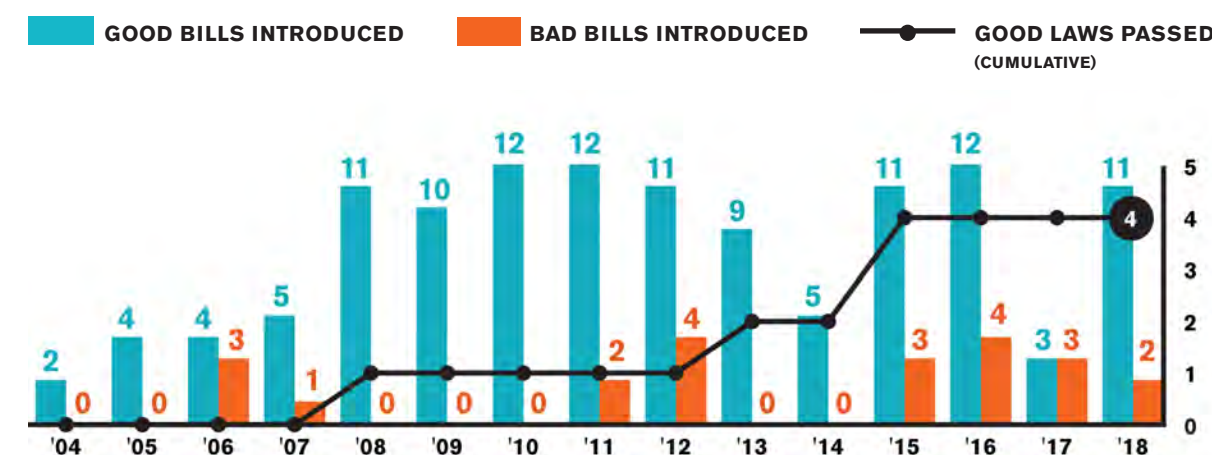
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

GEORGIA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

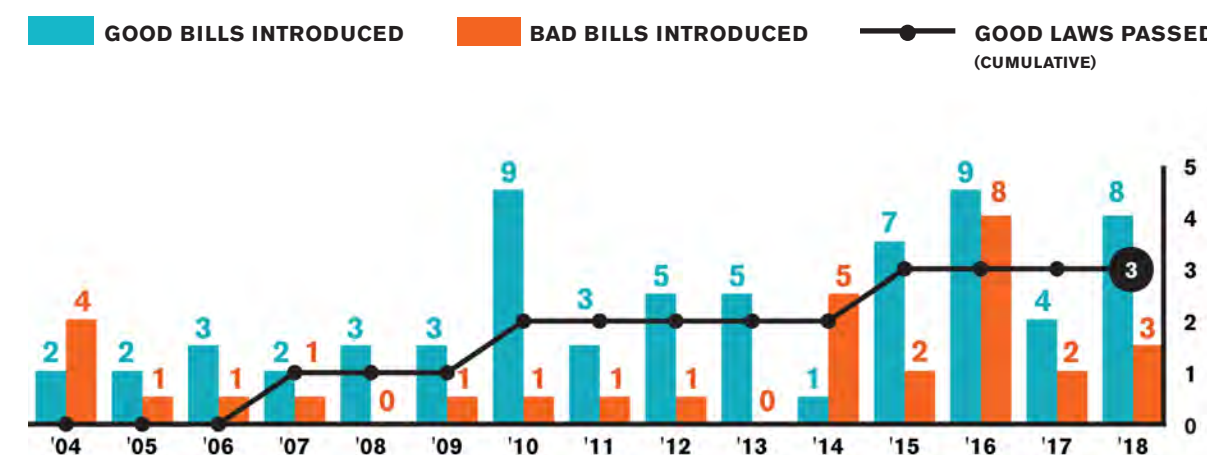
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

<input type="checkbox"/> No statewide law or policy	<input type="checkbox"/> Statewide law or policy for sexual orientation only	<input type="checkbox"/> No statewide law or policy for sexual orientation or gender identity
<input checked="" type="checkbox"/> Statewide law or policy present	<input type="checkbox"/> Statewide law or policy for gender identity only	<input checked="" type="checkbox"/> Statewide law or policy for both sexual orientation and gender identity
<input checked="" type="checkbox"/> Not Applicable		

HAWAII

SOLIDIFYING EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

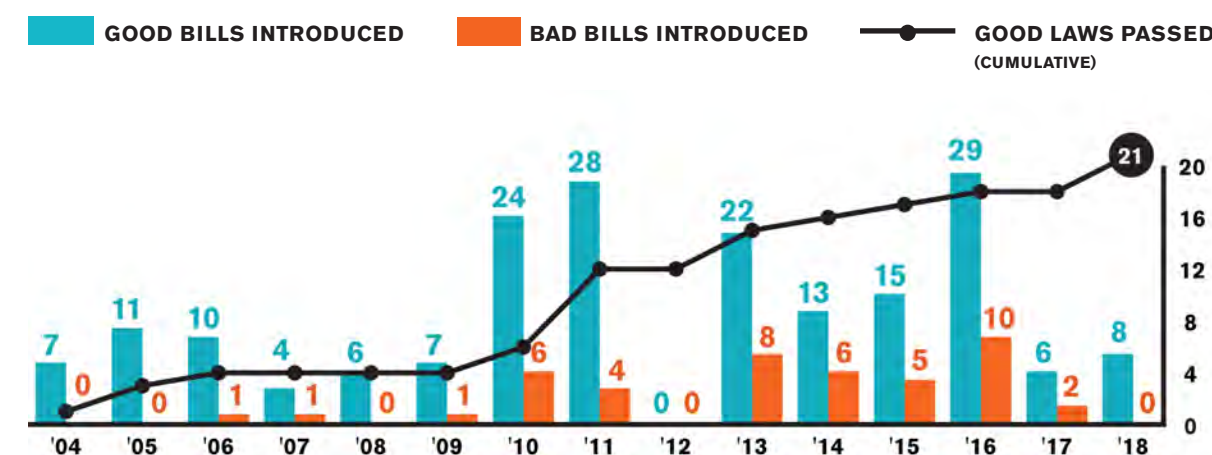
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



IDAHO

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input checked="" type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS

GOOD BILLS INTRODUCED **BAD BILLS INTRODUCED** **GOOD LAWS PASSED (CUMULATIVE)**



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- No statewide law or policy for sexual orientation or gender identity
- Statewide law or policy for both sexual orientation and gender identity

ILLINOIS

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input checked="" type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input checked="" type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

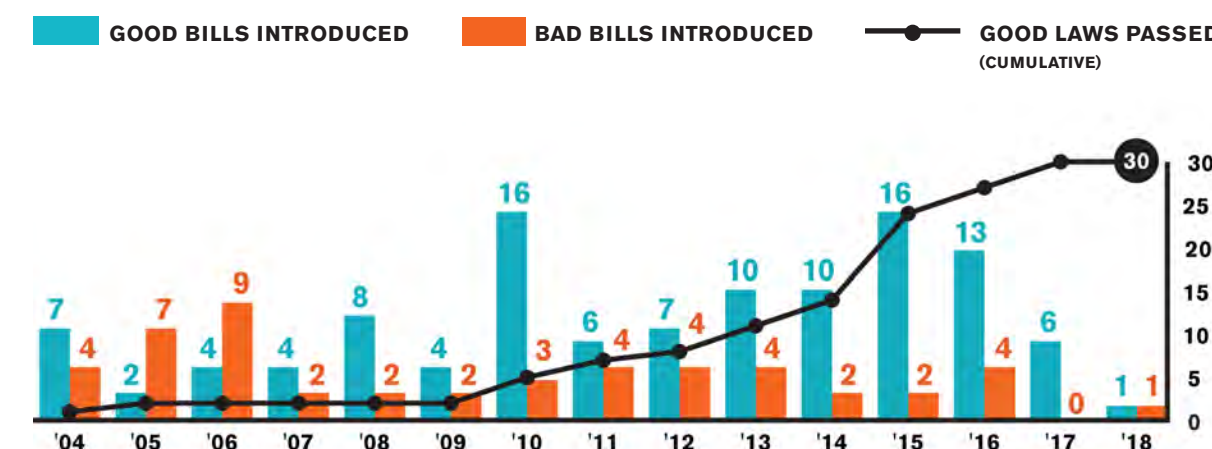
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

INDIANA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input checked="" type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

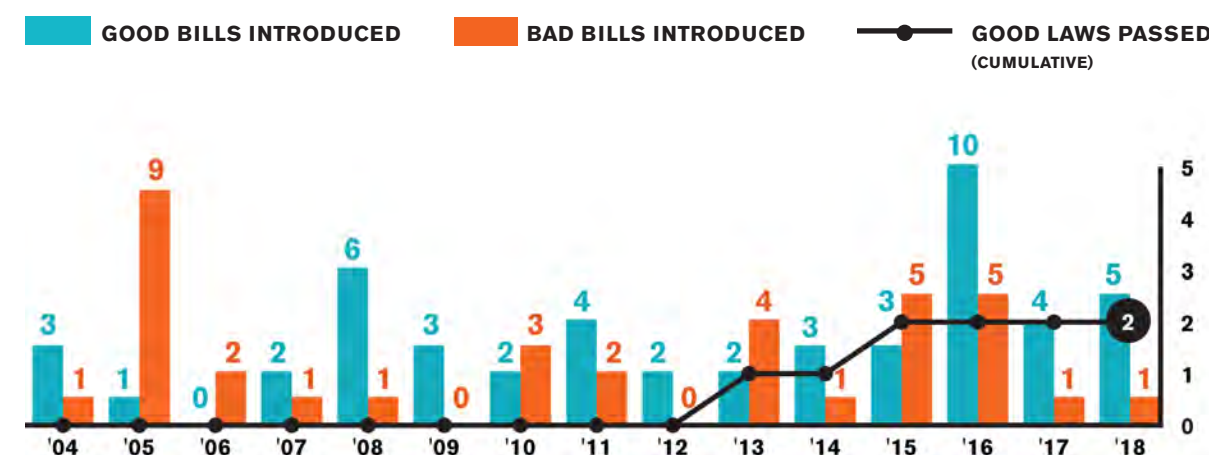
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- No statewide law or policy for sexual orientation or gender identity
- Statewide law or policy for both sexual orientation and gender identity

IOWA

SOLIDIFYING EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input checked="" type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

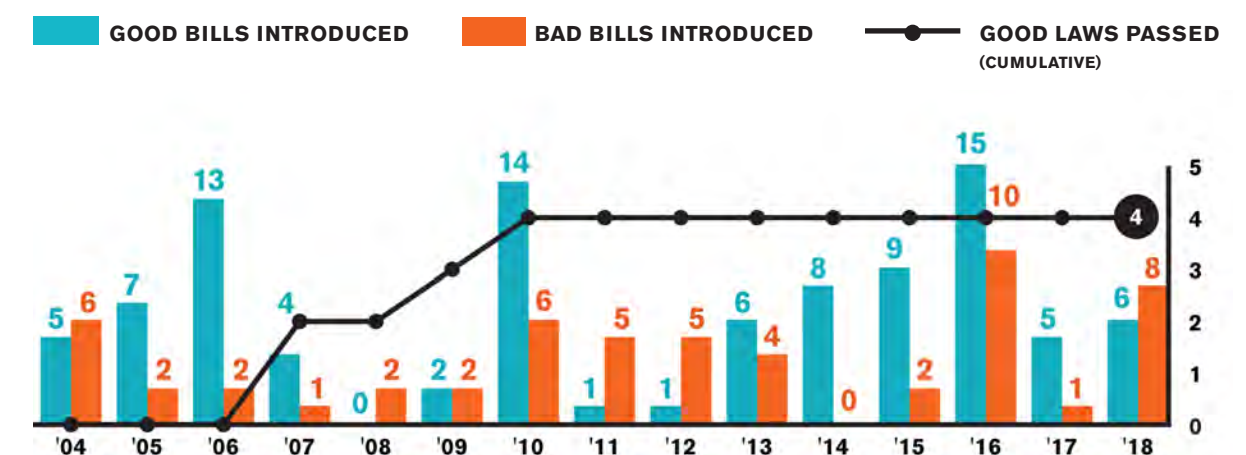
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input checked="" type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



KANSAS

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

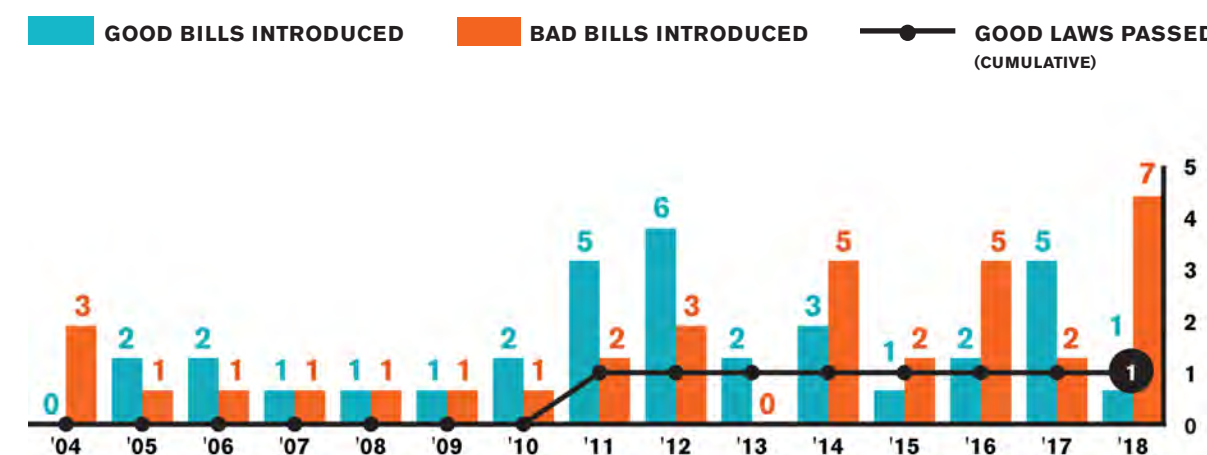
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input checked="" type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFS	<input type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

KENTUCKY

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

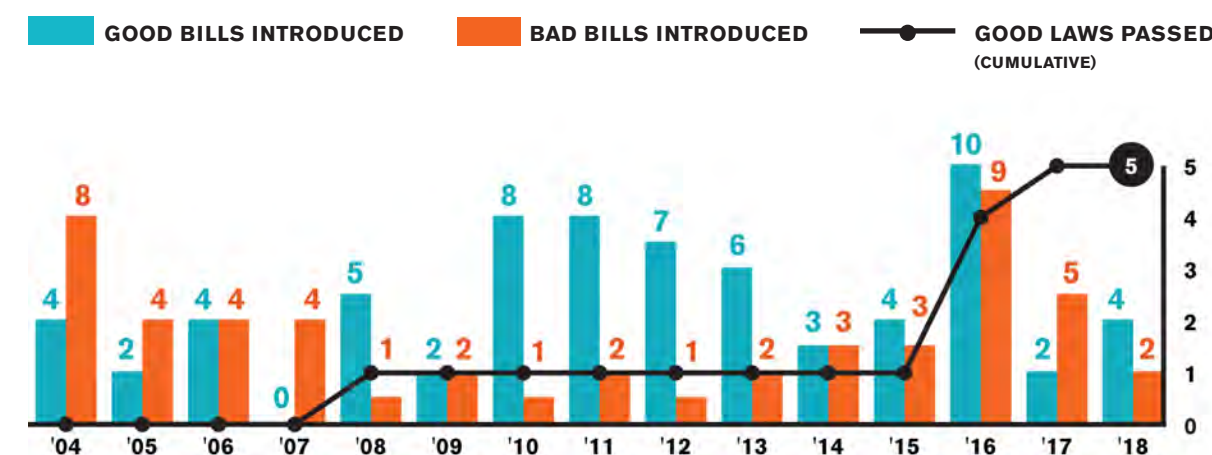
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

LOUISIANA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input checked="" type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

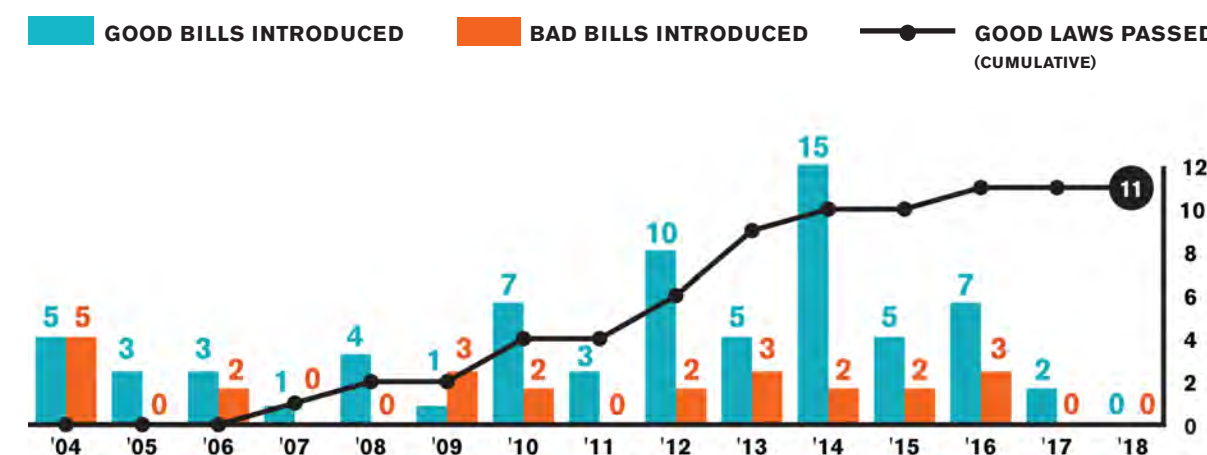
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input checked="" type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

MAINE

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input checked="" type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input checked="" type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

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- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

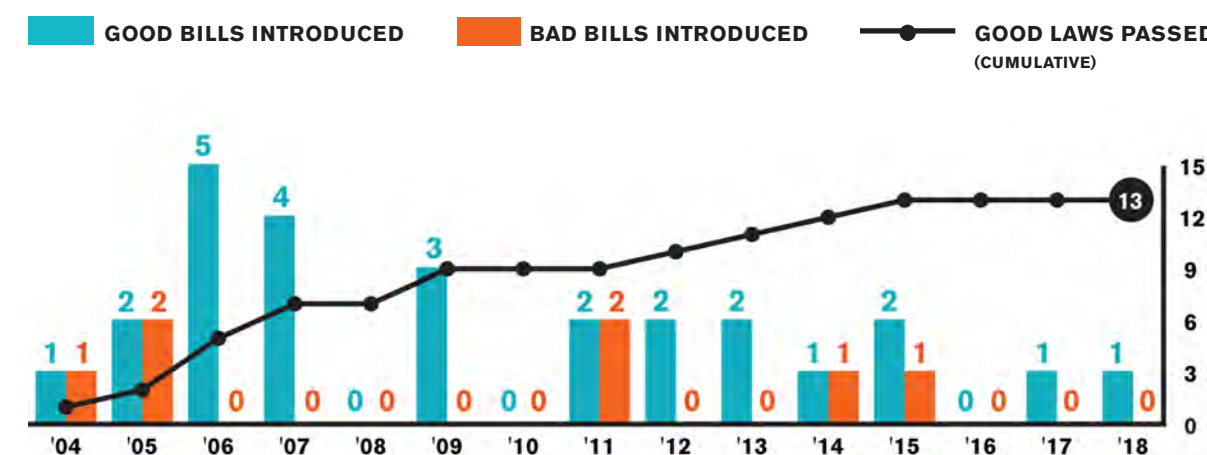
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



MARYLAND

SOLIDIFYING EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input checked="" type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- No statewide law or policy for sexual orientation or gender identity
- Statewide law or policy for both sexual orientation and gender identity

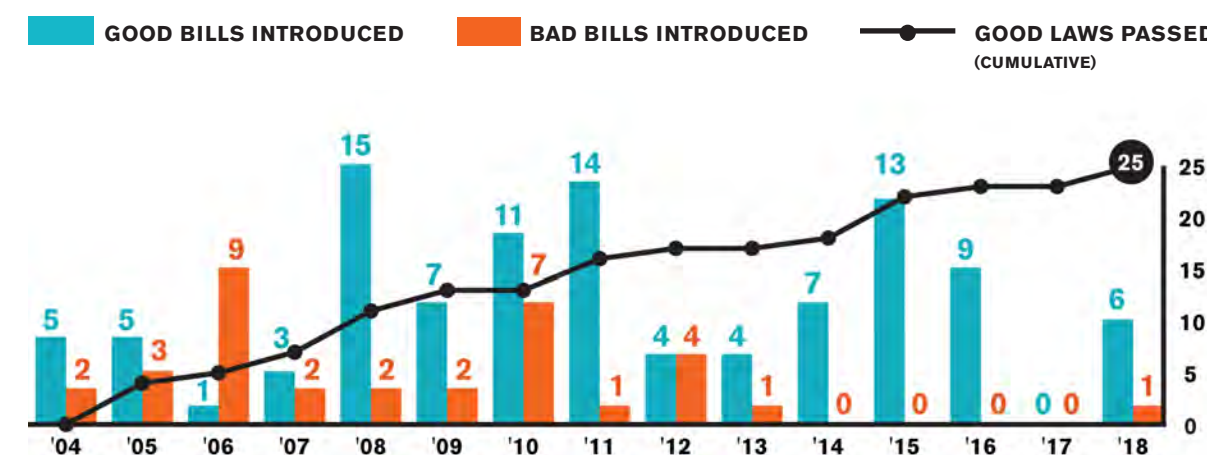
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



MASSACHUSETTS

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input checked="" type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

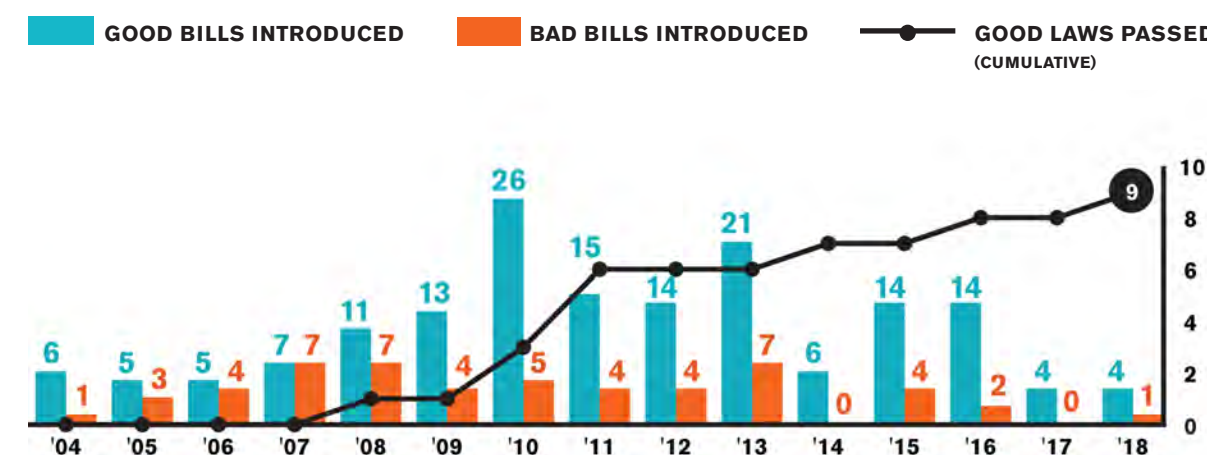
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFS	<input checked="" type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



MICHIGAN

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input checked="" type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

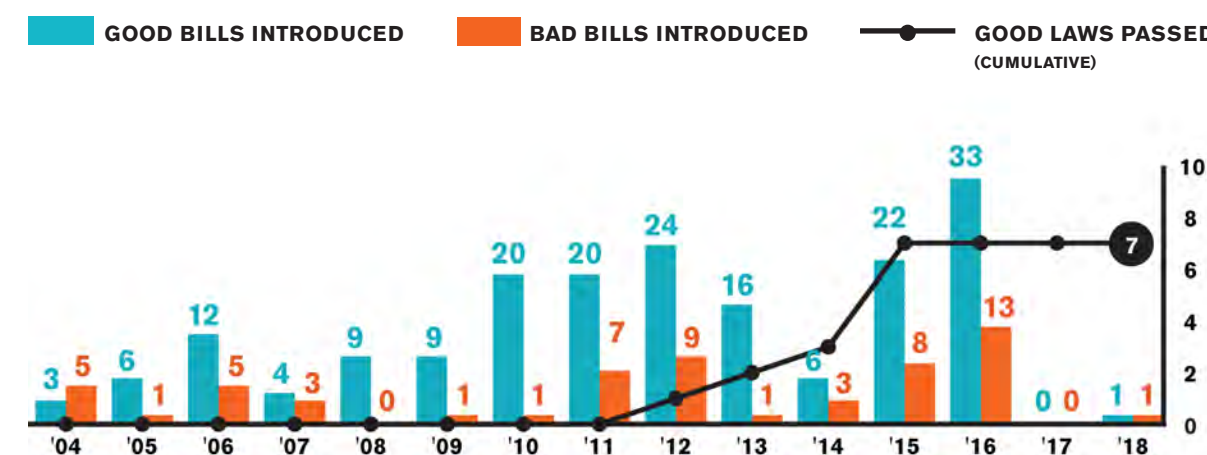
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

MINNESOTA

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input checked="" type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input checked="" type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input checked="" type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input checked="" type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

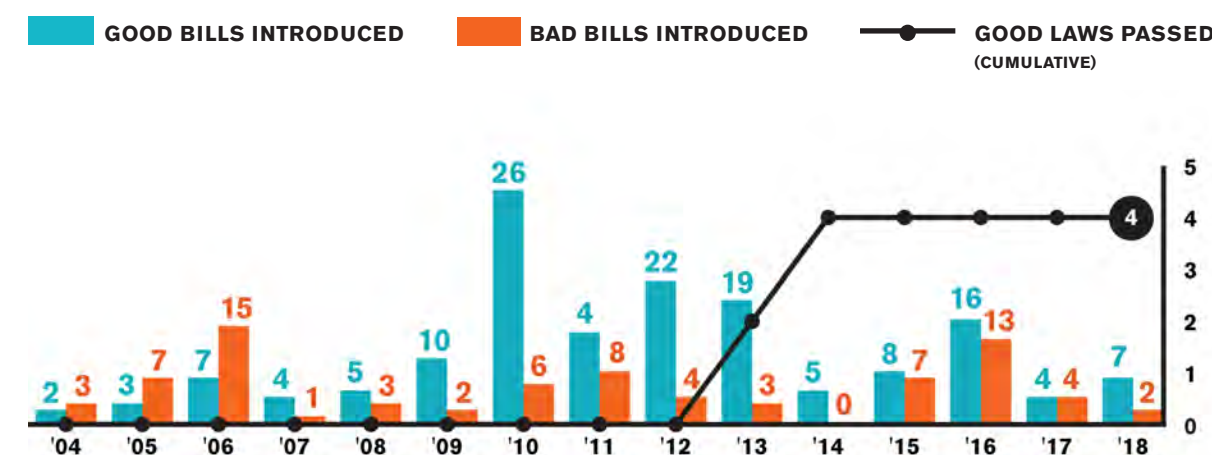
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

MISSISSIPPI

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input checked="" type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

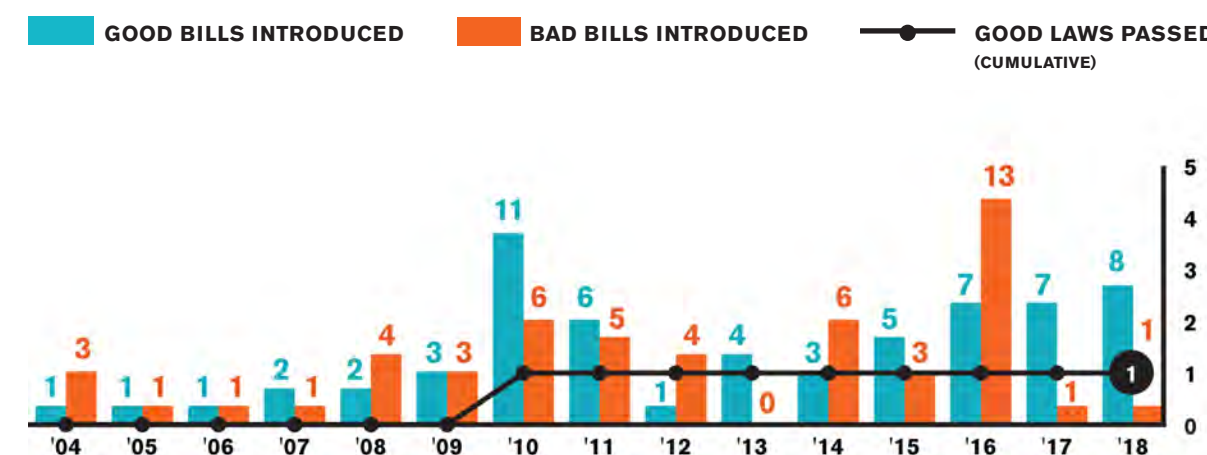
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input checked="" type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

MISSOURI

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

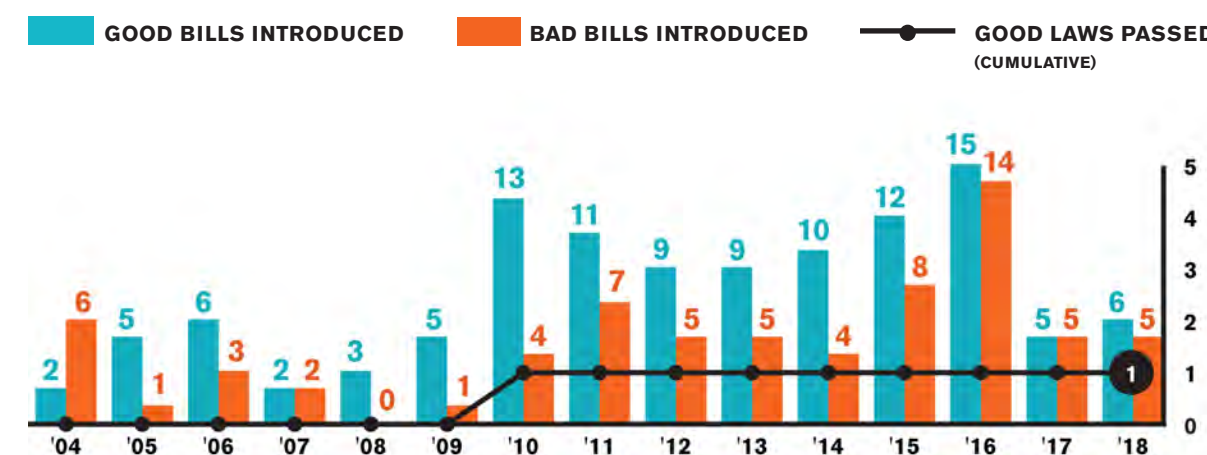
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input checked="" type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

MONTANA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input checked="" type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

YOUTH LAWS

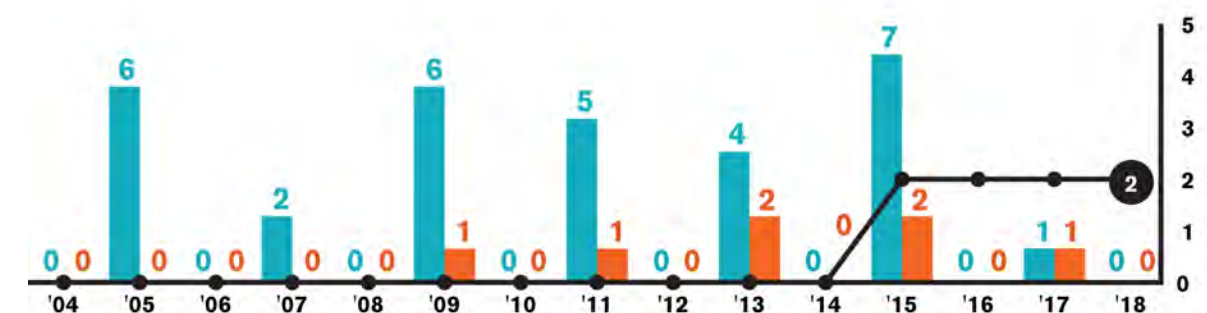
Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS

GOOD BILLS INTRODUCED **BAD BILLS INTRODUCED** **GOOD LAWS PASSED (CUMULATIVE)**



NEBRASKA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input checked="" type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

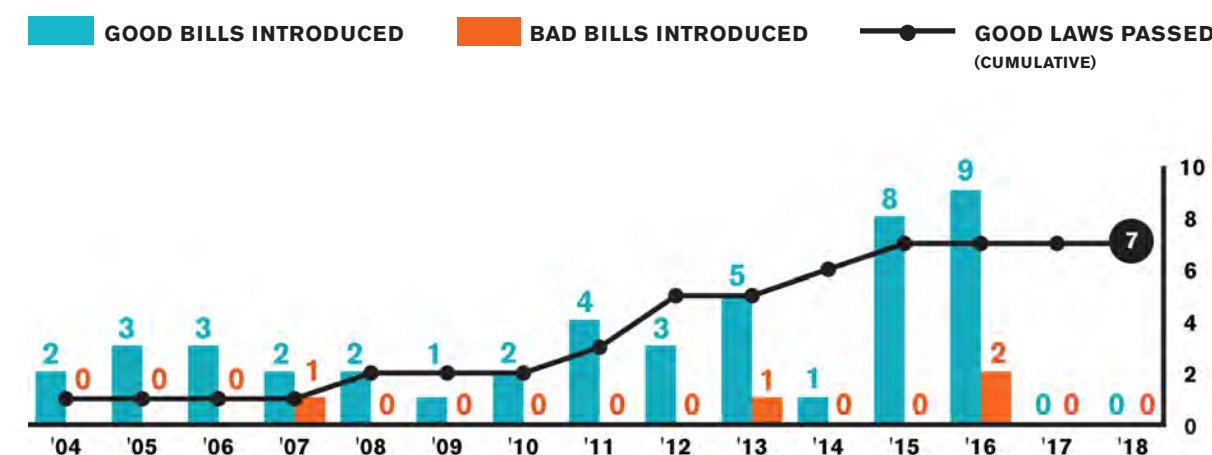
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

NEVADA

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input checked="" type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input checked="" type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

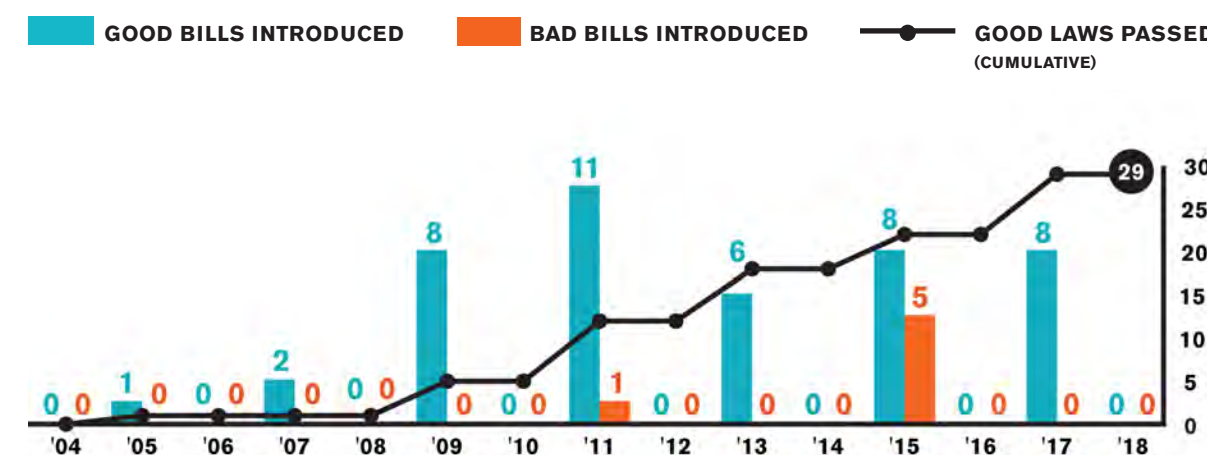
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

NEW HAMPSHIRE

SOLIDIFYING EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

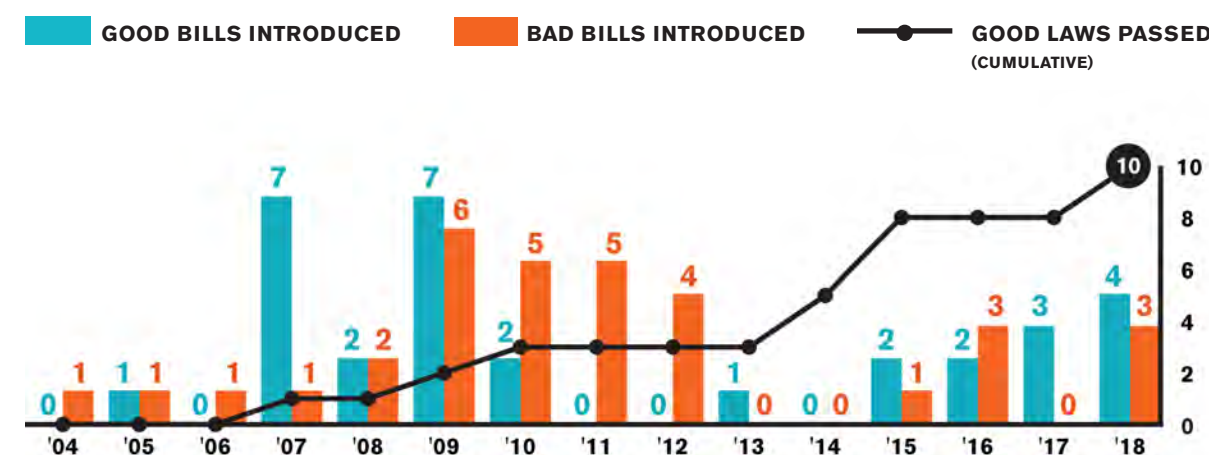
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



NEW JERSEY

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input checked="" type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

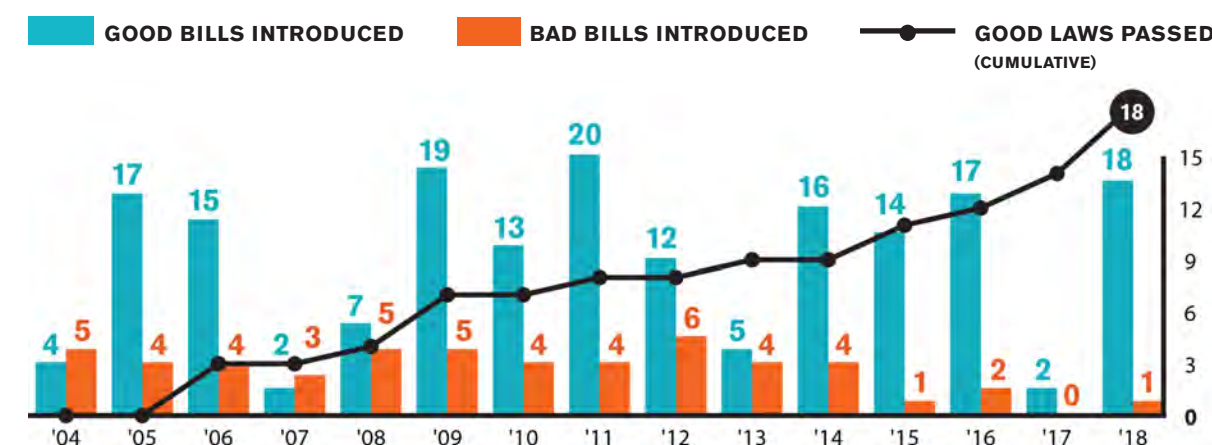
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

<input type="checkbox"/> No statewide law or policy	<input type="checkbox"/> Statewide law or policy for sexual orientation only	<input type="checkbox"/> No statewide law or policy for sexual orientation or gender identity
<input checked="" type="checkbox"/> Statewide law or policy present	<input type="checkbox"/> Statewide law or policy for gender identity only	<input checked="" type="checkbox"/> Statewide law or policy for both sexual orientation and gender identity
<input checked="" type="checkbox"/> Not Applicable		

NEW MEXICO

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input checked="" type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input checked="" type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input checked="" type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input checked="" type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

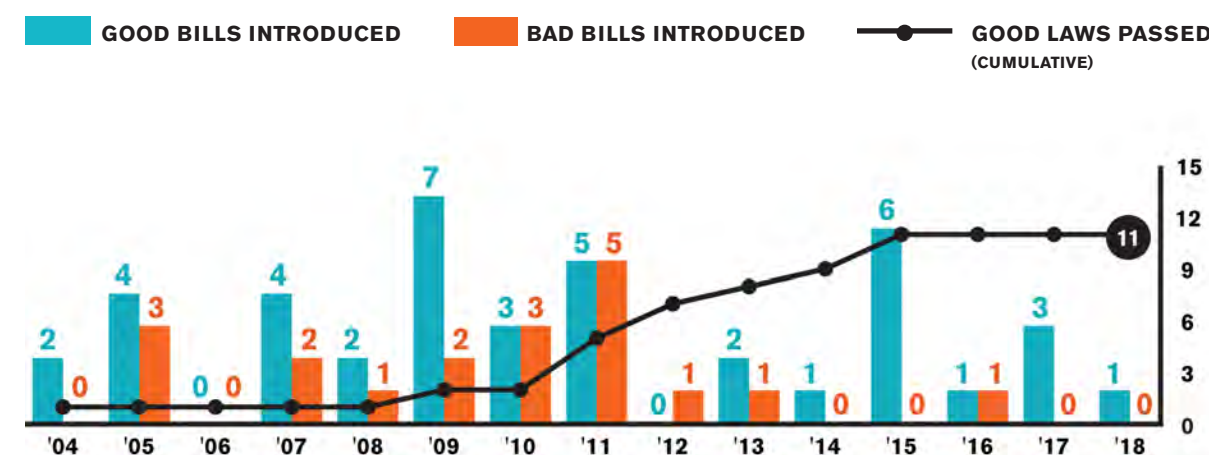
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



NEW YORK

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input checked="" type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input checked="" type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

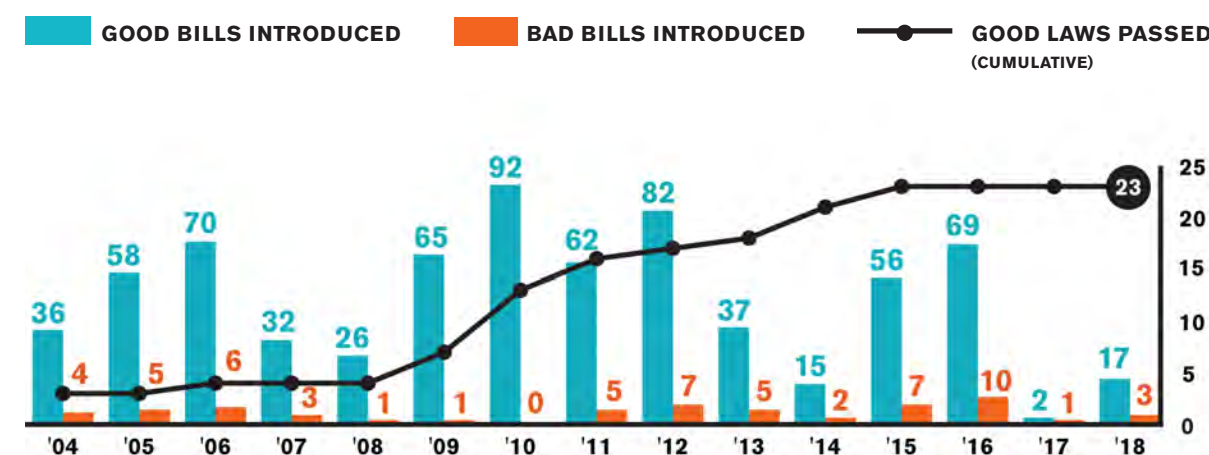
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



NORTH CAROLINA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input checked="" type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input checked="" type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

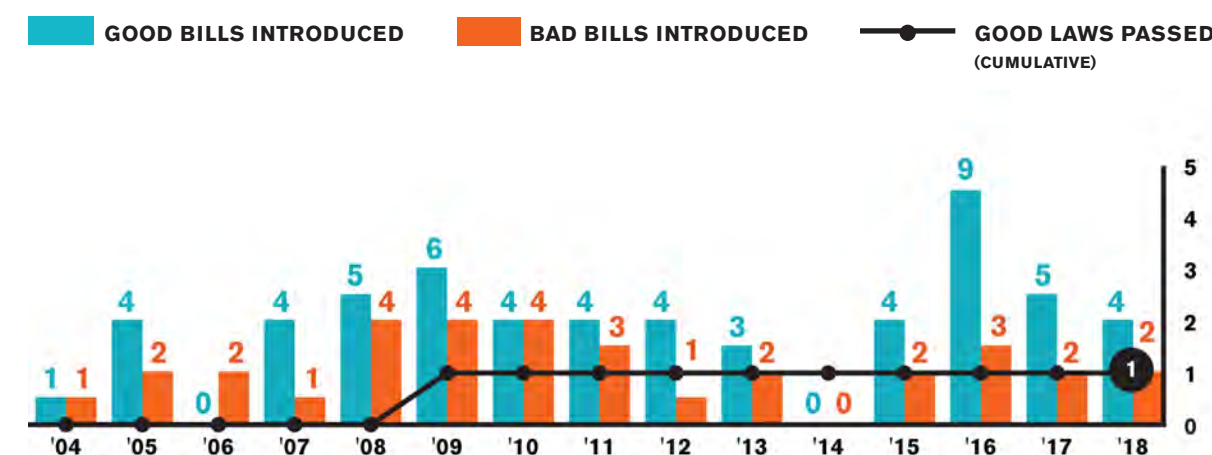
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input checked="" type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- No statewide law or policy for sexual orientation or gender identity
- Statewide law or policy for both sexual orientation and gender identity

NORTH DAKOTA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

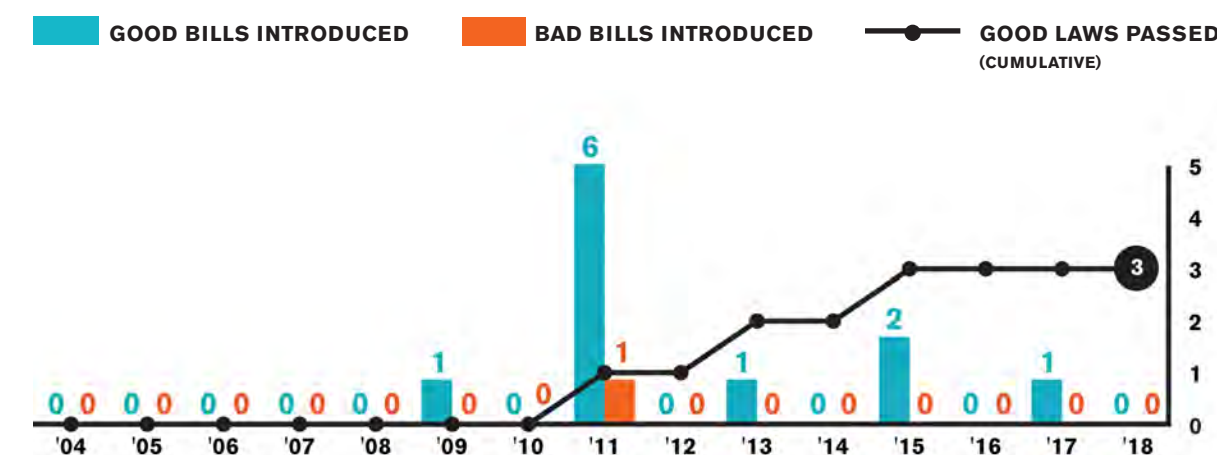
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

OHIO

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

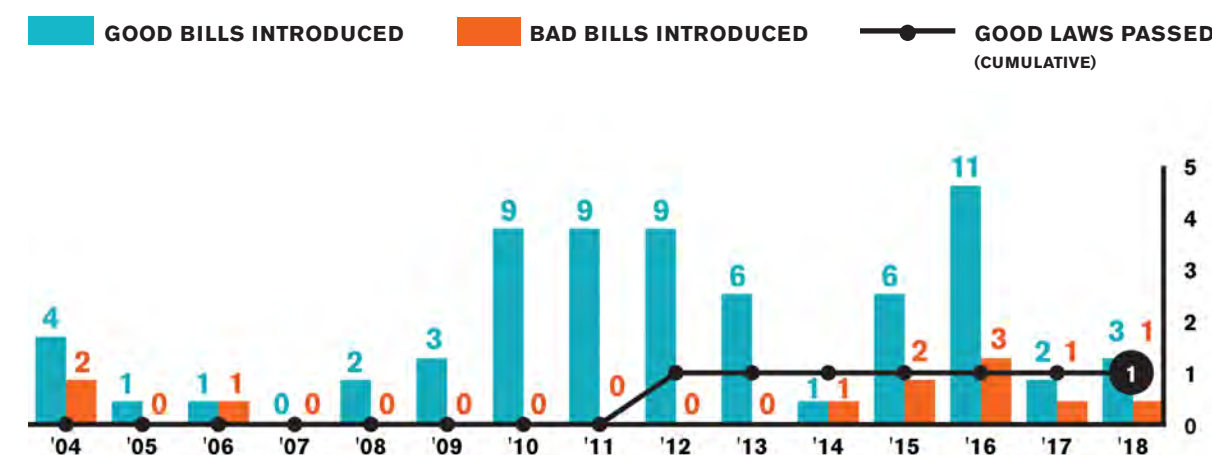
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

OKLAHOMA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

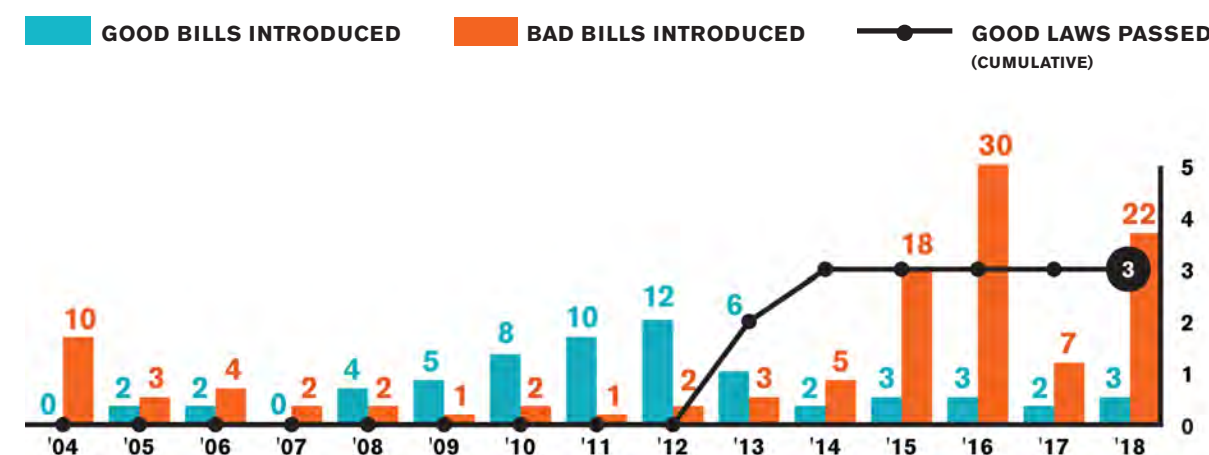
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input checked="" type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

OREGON

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input checked="" type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input checked="" type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input checked="" type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input checked="" type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

<input type="checkbox"/> No statewide law or policy	<input type="checkbox"/> Statewide law or policy for sexual orientation only	<input type="checkbox"/> No statewide law or policy for sexual orientation or gender identity
<input checked="" type="checkbox"/> Statewide law or policy present	<input type="checkbox"/> Statewide law or policy for gender identity only	<input checked="" type="checkbox"/> Statewide law or policy for both sexual orientation and gender identity
<input checked="" type="checkbox"/> Not Applicable		

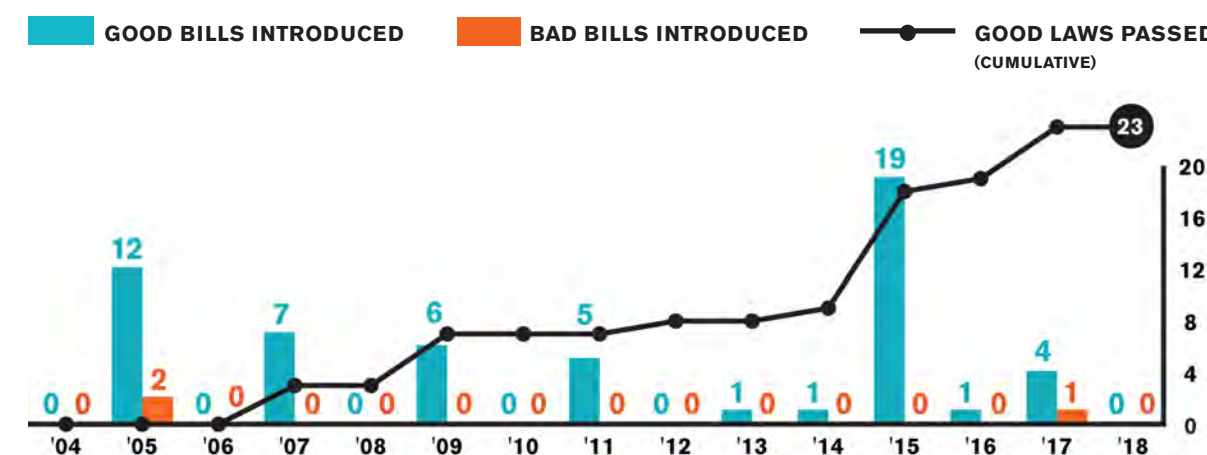
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFS	<input type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



PENNSYLVANIA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

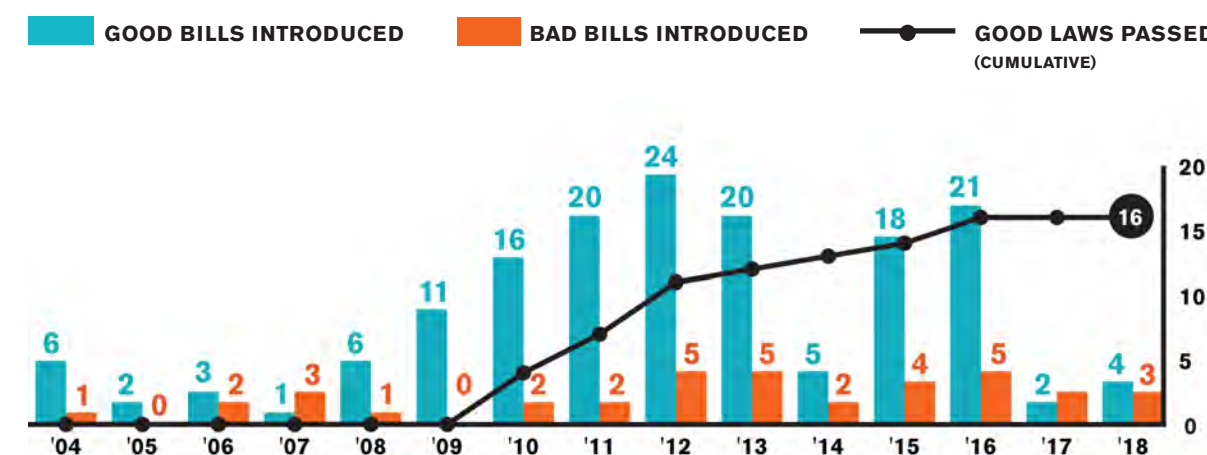
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

RHODE ISLAND

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input checked="" type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input checked="" type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

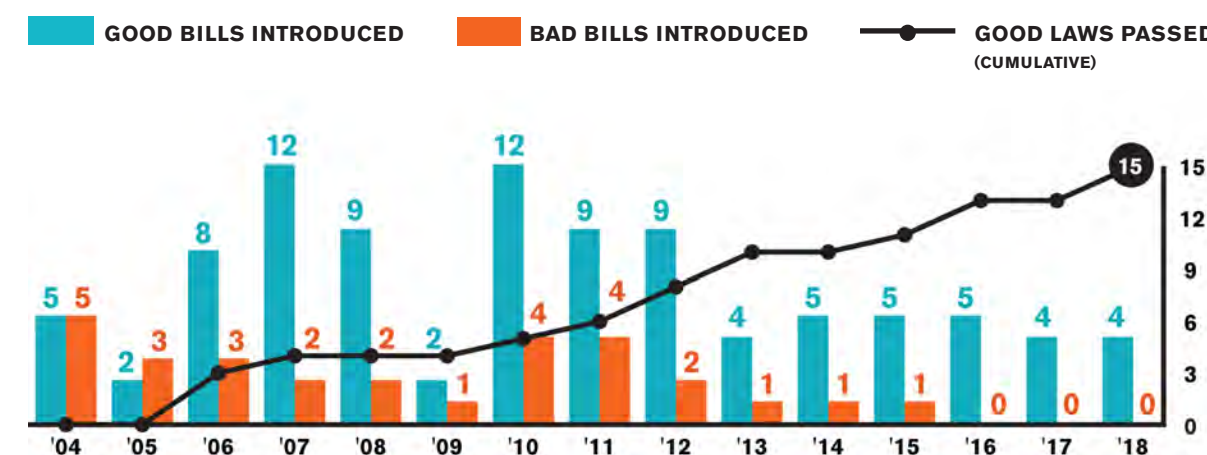
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input checked="" type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFS	<input checked="" type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

SOUTH CAROLINA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

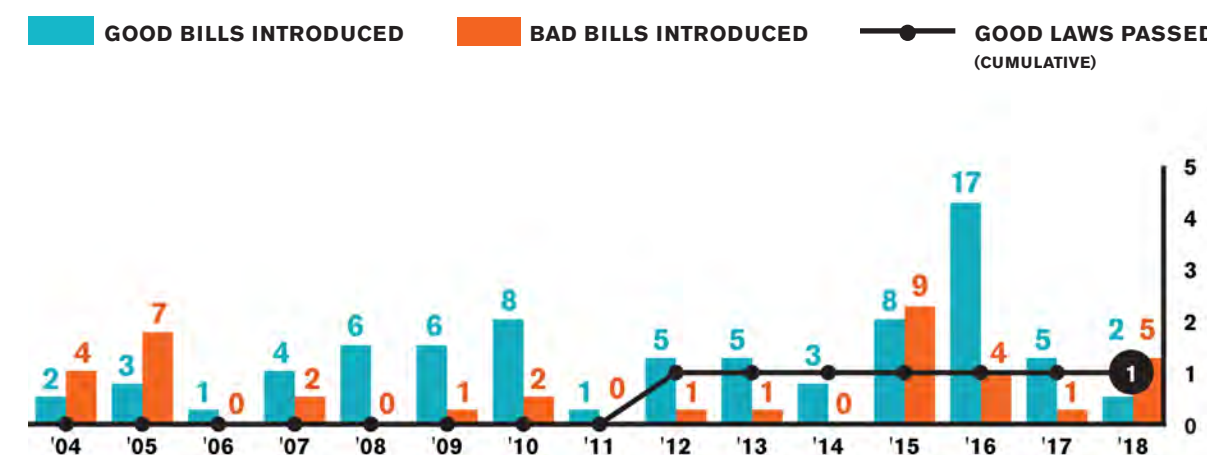
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input checked="" type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input checked="" type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

SOUTH DAKOTA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

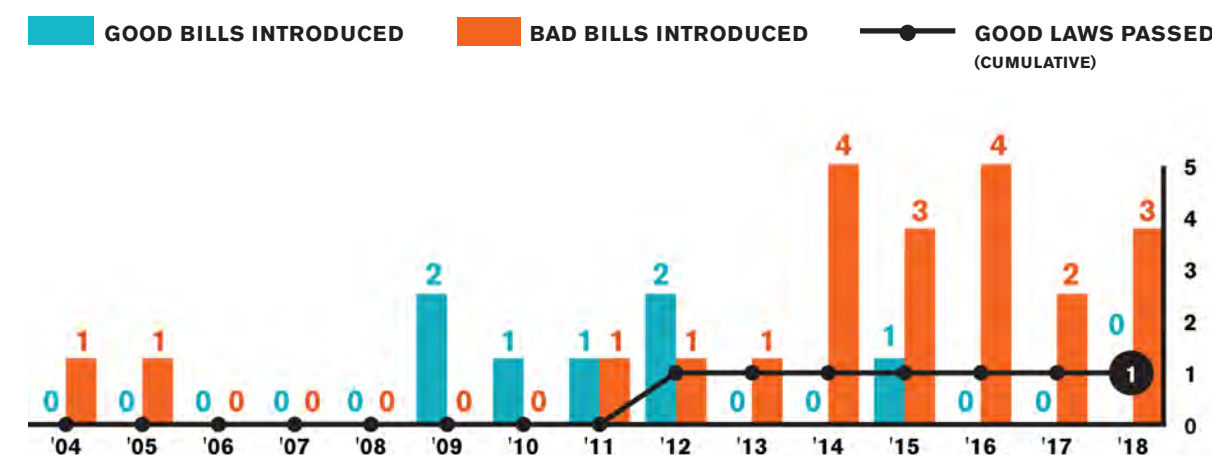
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input checked="" type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

TENNESSEE

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

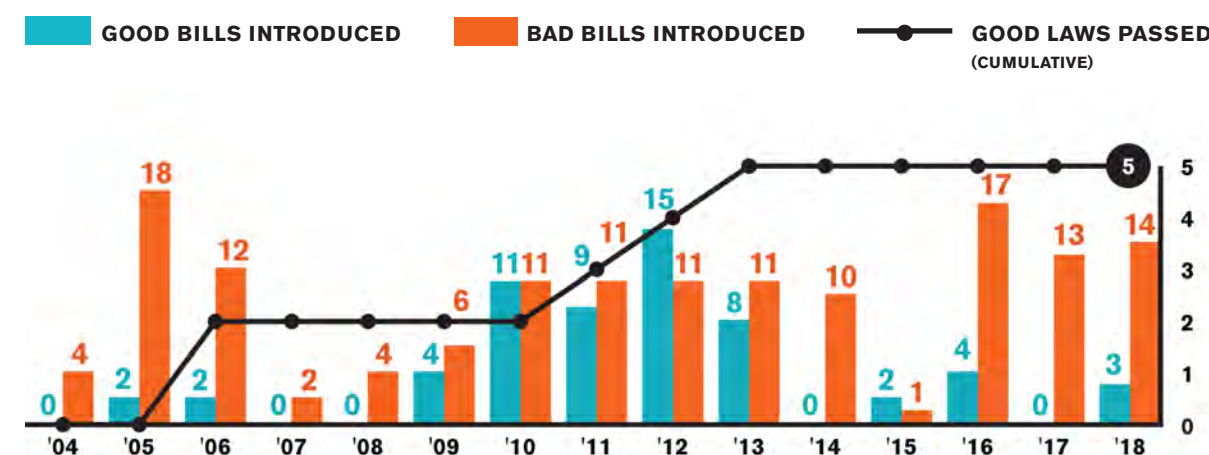
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



TEXAS

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

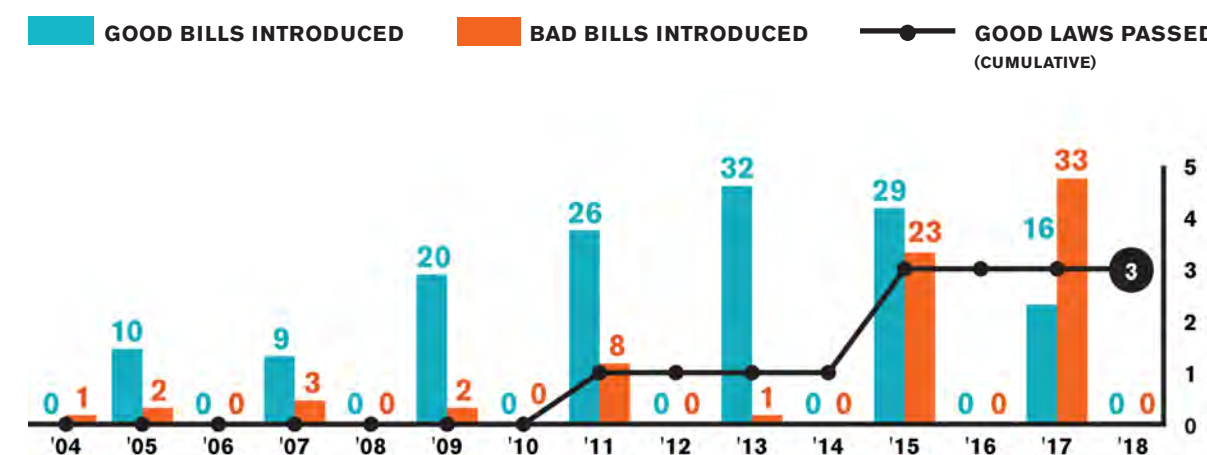
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input checked="" type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input checked="" type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- Statewide law or policy for both sexual orientation and gender identity

UTAH

BUILDING EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input checked="" type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input checked="" type="checkbox"/>
HIV/AIDS Criminalization Laws	<input checked="" type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input checked="" type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

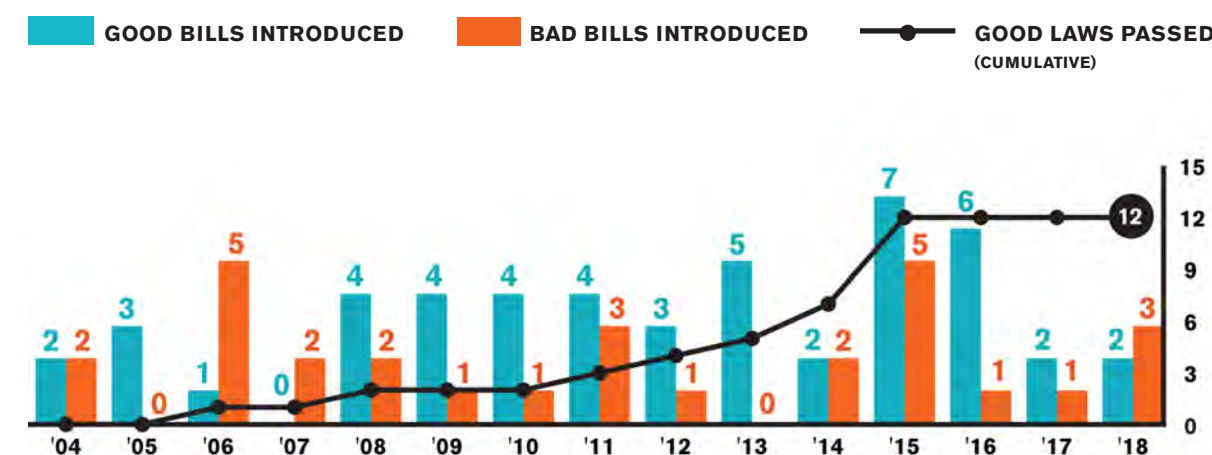
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFS	<input type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
- No statewide law or policy for sexual orientation or gender identity
- Statewide law or policy for both sexual orientation and gender identity

VERMONT

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input checked="" type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

FOR MORE INFORMATION ABOUT CRITERIA OR THE SEI SCORING SYSTEM, PLEASE REFER TO PAGE 28 OR VISIT

- No statewide law or policy
- Statewide law or policy present
- Not Applicable
- Statewide law or policy for sexual orientation only
- Statewide law or policy for gender identity only
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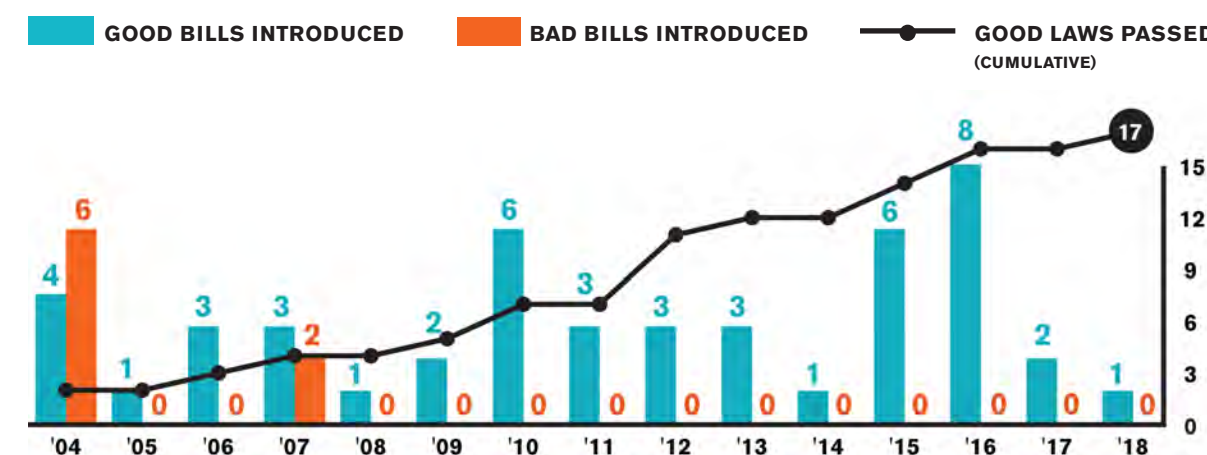
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input checked="" type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input checked="" type="checkbox"/>
Name and Gender Updates on Identification Documents	<input checked="" type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input checked="" type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



VIRGINIA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input checked="" type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input checked="" type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

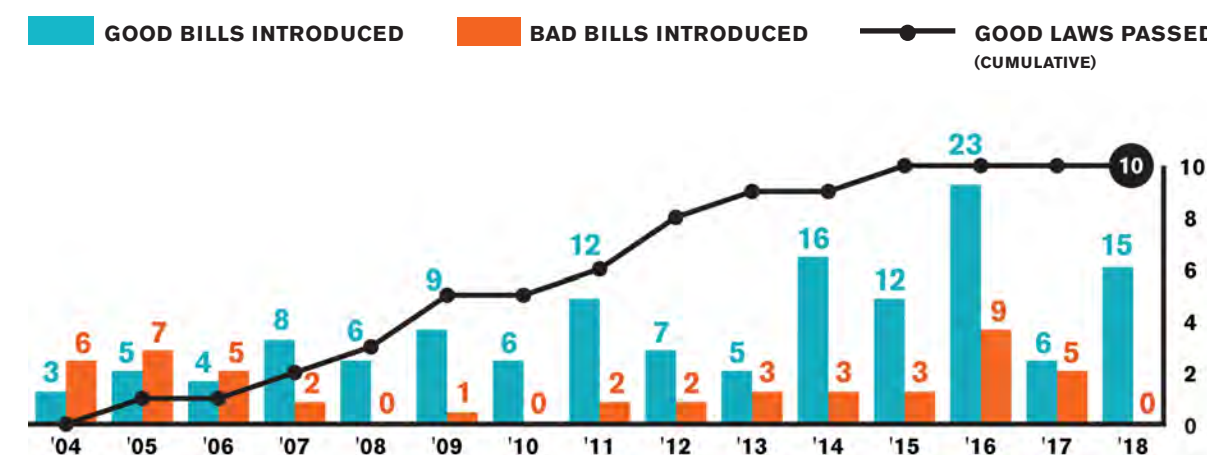
YOUTH LAWS

Anti-Bullying Laws	<input type="checkbox"/>
▪ Enumerated Categories in Law	<input type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input checked="" type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input type="checkbox"/>
Transgender Healthcare Coverage	<input type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input type="checkbox"/>
▪ Transgender Healthcare Inclusion in State Medicaid	<input type="checkbox"/>
▪ Trans Inclusive Health Benefits for State Employees	<input type="checkbox"/>
Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



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WASHINGTON

WORKING TOWARD INNOVATIVE EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input checked="" type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input checked="" type="checkbox"/>
Consent to Inseminate	<input checked="" type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input checked="" type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input checked="" type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input checked="" type="checkbox"/>
Housing	<input checked="" type="checkbox"/>
Public Accommodations	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input checked="" type="checkbox"/>
Insurance	<input checked="" type="checkbox"/>
Credit	<input checked="" type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input checked="" type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

State Religious Freedom Restoration Act	<input type="checkbox"/>
Religious Exemptions for Professional Training/Practice	<input type="checkbox"/>
First Amendment Defense Act	<input type="checkbox"/>

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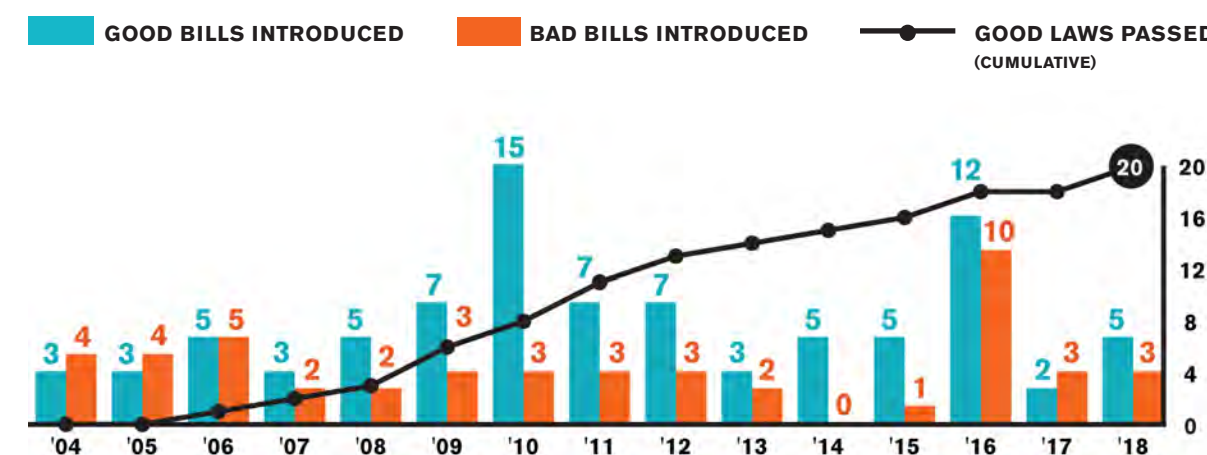
YOUTH LAWS

Anti-Bullying Laws	<input checked="" type="checkbox"/>
▪ Enumerated Categories in Law	<input checked="" type="checkbox"/>
▪ Enumerated Model Policy	<input checked="" type="checkbox"/>
▪ Alternative Discipline	<input type="checkbox"/>
▪ Cyberbullying	<input checked="" type="checkbox"/>
School Suicide Prevention Policies Required	<input checked="" type="checkbox"/>
Transgender Inclusion in Sports	<input checked="" type="checkbox"/>
Protection from Conversion Therapy	<input checked="" type="checkbox"/>
Laws to Address LGBTQ Youth Homelessness	<input type="checkbox"/>
LGBTQ Inclusive Sex Education Laws	<input checked="" type="checkbox"/>
LGBTQ Inclusive Juvenile Justice Policies	<input checked="" type="checkbox"/>
Inequality in Age of Consent for Same-Sex Couples	<input type="checkbox"/>
School Laws that Criminalize Youth	<input type="checkbox"/>
Anti-Bullying Laws that Prohibit Enumeration	<input type="checkbox"/>
Laws that Restrict Inclusion of LGBTQ Topics in Schools	<input type="checkbox"/>

HEALTH & SAFETY LAWS

LGBTQ Non-Discrimination Protections in ACA Exchanges	<input checked="" type="checkbox"/>
Transgender Healthcare Coverage	<input checked="" type="checkbox"/>
▪ Ban on Insurance Exclusions for Trans Health Care	<input checked="" type="checkbox"/>
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Health Data Collection	<input checked="" type="checkbox"/>
▪ BRFSS	<input checked="" type="checkbox"/>
▪ YRBS	<input type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input type="checkbox"/>

ANNUAL PROGRESS



WEST VIRGINIA

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
Parental Presumption for Same-Sex Couples	<input type="checkbox"/>
Consent to Inseminate	<input type="checkbox"/>
De Facto Parent Recognition	<input checked="" type="checkbox"/>
Prohibition of Surrogacy	<input type="checkbox"/>
Laws Permitting Discrimination in Adoption/Foster Placement	<input type="checkbox"/>

HATE CRIMES & CRIMINAL JUSTICE LAWS

Enumerated Hate Crimes Laws	<input type="checkbox"/>
Mandatory Reporting of Hate Crimes Statistics	<input type="checkbox"/>
Elimination of Bias Rage or Panic Defense for Criminal Acts	<input type="checkbox"/>
Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement	<input type="checkbox"/>
Sodomy Laws	<input type="checkbox"/>
HIV/AIDS Criminalization Laws	<input type="checkbox"/>

NON-DISCRIMINATION LAWS

Employment	<input type="checkbox"/>
Housing	<input type="checkbox"/>
Public Accommodations	<input type="checkbox"/>
Education	<input type="checkbox"/>
Adoption	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Insurance	<input type="checkbox"/>
Credit	<input type="checkbox"/>
Jury Selection	<input type="checkbox"/>
Colleges & Universities	<input checked="" type="checkbox"/>
Non-Discrimination Policy for State Employees	<input type="checkbox"/>
Restrictions on Municipal Protections	<input type="checkbox"/>
Religious Exemptions in State Non-Discrimination Laws	<input type="checkbox"/>

RELIGIOUS REFUSAL & RELATIONSHIP RECOGNITION

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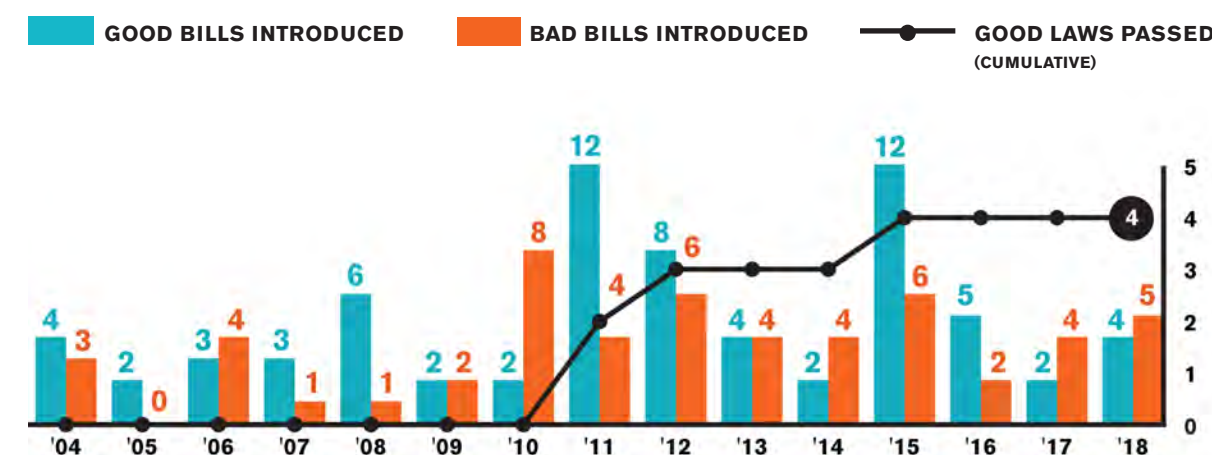
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HEALTH & SAFETY LAWS

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Name and Gender Updates on Identification Documents	<input type="checkbox"/>
▪ Driver's Licenses	<input checked="" type="checkbox"/>
▪ Birth Certificates	<input type="checkbox"/>
Health Data Collection	<input type="checkbox"/>
▪ BRFS	<input type="checkbox"/>
▪ YRBS	<input checked="" type="checkbox"/>
All-Gender Single Occupancy Facilities	<input type="checkbox"/>
Laws Prohibiting Transgender People from Receiving Appropriate ID	<input type="checkbox"/>
Transgender Exclusions in State Medicaid Coverage	<input checked="" type="checkbox"/>

ANNUAL PROGRESS



WISCONSIN

BUILDING EQUALITY

PARENTING LAWS

Second Parent Adoption	<input type="checkbox"/>
Surrogacy Laws	<input type="checkbox"/>
Foster Care Non-Discrimination	<input checked="" type="checkbox"/>
Foster Parent Training Required	<input type="checkbox"/>
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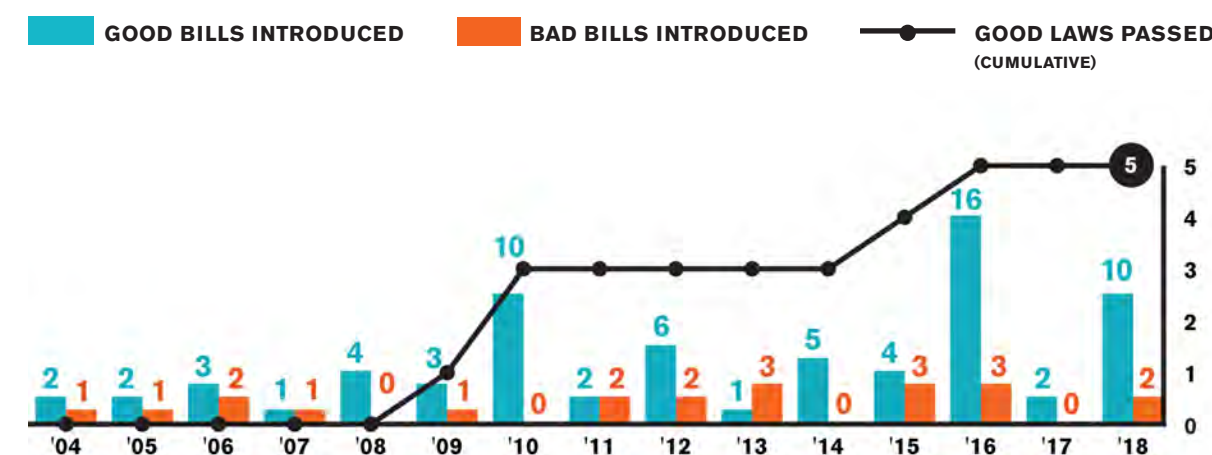
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WYOMING

HIGH PRIORITY TO ACHIEVE BASIC EQUALITY

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- Consent to Inseminate
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- Elimination of Bias Rage or Panic Defense for Criminal Acts
- Prohibiting Profiling Based on Actual or Perceived LGBTQ Status by Law Enforcement
- Sodomy Laws
- HIV/AIDS Criminalization Laws

NON-DISCRIMINATION LAWS

- Employment
- Housing
- Public Accommodations
- Education
- Adoption
- Foster Care
- Insurance
- Credit
- Jury Selection
- Colleges & Universities
- Non-Discrimination Policy for State Employees
- Restrictions on Municipal Protections
- Religious Exemptions in State Non-Discrimination Laws

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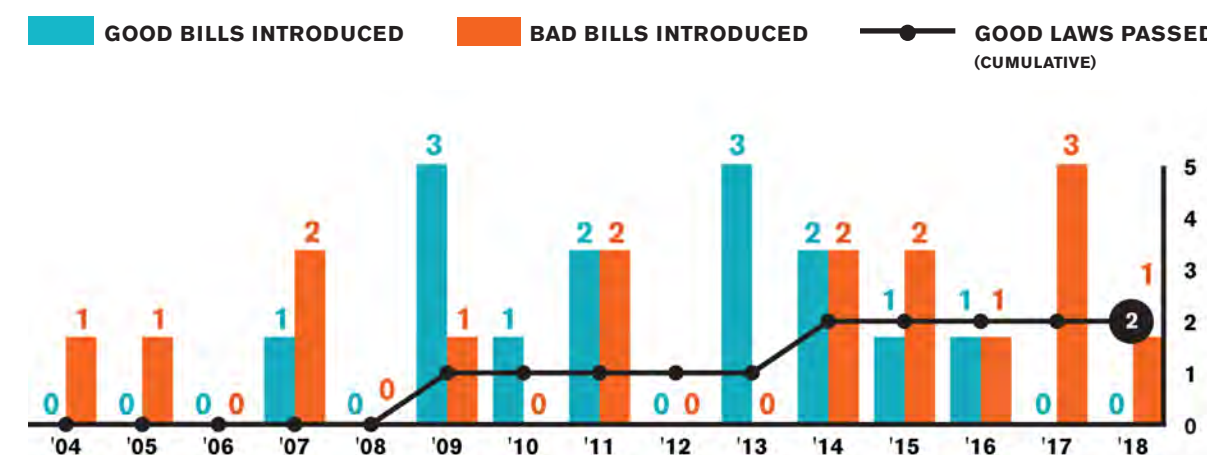
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HEALTH & SAFETY LAWS

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SCORECARD **CHANGES** FOR THE **2019 SEI**

The legal landscape for LGBTQ equality has shifted rapidly in the past several years.

States have continued to push for LGBTQ equality beyond relationship recognition after the ruling in *Obergefell v. Hodges* made marriage equality the law of the land. Many are increasingly focused on passing non-discrimination laws, protecting LGBTQ youth and expanding healthcare access for transgender people. This publication will continue to evaluate the changing landscape of law and provide the fullest picture of LGBTQ equality in the states.

The rise in religious refusal bills that have become law calls for greater attention from LGBTQ advocates. The SEI will continue to recognize various laws that fall in this category. Future editions may include more nuance if particular types of laws gain traction.

We will consider other changes to the SEI scorecard based on developments in state law over the next few years. As a general matter, we will not include an item on the SEI scorecard unless at least one state has passed a law or policy that qualifies under criteria for an item. Potential new criteria for future editions may include:

POSITIVE

- LGBTQ cultural competency training requirements for various types of professionals (doctors, mental health professionals, etc.)
- Proper gender and name requirements on death certificates for transgender people
- Mandatory LGBTQ-inclusive training for law enforcement
- LGBTQ-inclusive paid family leave laws

NEGATIVE

- Laws that restrict access to supportive student groups in public schools
- Laws that allow government officials or businesses to refuse to recognize legal marriages

ACKNOWLEDGMENTS

ABOUT THE AUTHORS

Sarah Warbelow is the legal director at the Human Rights Campaign, leading HRC's team of lawyers and fellows focused on federal, state, and municipal policy. She also coordinates HRC's advocacy efforts as amicus curiae ("friend of the court") in litigation affecting the lesbian, gay, bisexual, transgender and queer community. She received her bachelors' degrees in social relations and women's studies from Michigan State University and her master's of public policy and law degree from the University of Michigan. Warbelow is admitted to the bar of Michigan.

Cathryn Oakley is the state legislative director and senior counsel at the Human Rights Campaign. She advises state and local legislators to enact laws that further LGBTQ equality. Oakley is a member of the Virginia bar and practiced family law before joining the Human Rights Campaign. She is a graduate of George Mason University School of Law and Smith College.

Collen Kutney is the senior manager of HRC's state and municipal programs, and manages the SEI from start to finish. Kutney pulls the strings behind the research, design, outreach, composition, and launch of the SEI. They are a graduate of the University at Albany in Albany, NY.

THE SEI TEAM

The SEI would not be complete without the time, talent, and commitment of the many folks mentioned below.

We want to thank Breanna Diaz for her contribution to this year's report. Her research and advocacy shaped this publication into a better tool for the LGBTQ movement.

A significant portion of the research for the SEI was conducted by HRC's 2018 McCleary law fellows; James Hampton, Faith Gingrich-Goetz, Katie Ritter, Michael Lambert, Lydia Tsao and Christopher Romero. We thank them for their thorough research and willingness to lend a hand when needed.

A special thank you to Marisa Escudero for lending her research and proofreading skills. This publication would not have been possible without her dedication to this project.

Every year, our press team delivers the story of state equality to the masses. Our colleagues Liz Halloran, Ianthe Metzger and Allison Turner once again lended their talent to capture the state of LGBTQ equality in 2018. We appreciate working with them.

We'd also would like to thank Bob Villaflor for his consultation with this year's design. The SEI's electric design was imagined by the talented team at General Design Company. The creativity and innovation of Soung Wiser, Caroline Brickell and Christie Liberatore made this year's report truly special.

The HRC digital team, particularly Carolyn Simon, Emily Roberts, and Brian McBride, ensured that this report, plus all state scorecards, are available on the web at hrc.org/sei.

THE EQUALITY FEDERATION INSTITUTE

It's been our great pleasure to work in partnership with the Equality Federation Institute on this report. Members of the Equality Federation strive each day to achieve the equality measures that this report indexes, bringing state policy and advocacy expertise, grassroots organizing, and local experience to the fight for LGBTQ equality. The State Equality Index, and indeed, the tremendous gains in LGBTQ equality at the state level, would not be possible without their effort and relentless commitment.

Please see the next page for the logos of groups who provided feedback to make the SEI a success.

We look forward to working with you again for SEI 2019!

The State Equality Index would not have been possible without the valuable contributions made by state advocates. A particular thanks therefore goes out to the following:

The strength of the state-based LGBTQ movement is critical to elevate our representation, visibility and equality across the country. As we look to the next legislative session, the *State Equality Index* should serve as a recognition of how far we have come and how much we have yet to achieve.





CONTACT US

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FRONT DESK: (202) 628-4160

TTY: (202) 216-1572



Casper State Office Building

Construction Progress Report 1/27/2020

❖ Site Utilities:

- Main water line through the site connecting 30" main in Collins Street to Midwest Street is complete. The connection to the main in Midwest will take place summer of 2020 with the City of Casper, Midwest Street Renovation Project.
- 4" Domestic water line from the main line into the building is complete.
- 6" Fire service water line from the main line into the building is complete.
- 6" Sanitary sewer line from the building to Midwest Street complete. The tie in to the city sanitary system will take place summer of 2021 with the City of Casper, Midwest Street Renovation Project.
- Storm drainage system started with the excavation of the detention pond at West end of property. Excavation & installation of the storm lines & manholes that tie into the detention pond has started and will continue through mid-February, materials have been mobilized to the site.
- Natural Gas has not started.

❖ Building Construction:

- Building excavation and compaction is complete.
- Footers & column pads for areas "B" & "C" are complete.
- Foundation stem walls and column piers in area "B" are complete, foundation installation has been installed and backfill has started, stem walls and column piers are scheduled for completion in area "C" by the first of February. Forms have been mobilized into area "A" work to start 2/29/20 scheduled for completion mid-February.
- Elevator shafts in the central core of the building are installed from the pit depth up to the ground floor at elevation 100.
- Damp Proofing has been installed on all completed walls in preparation for back fill.
- Structural Steel is in fabrication will start being delivered to the site mid-February.

❖ Electrical / Mechanical

- Both the electrical and mechanical contractors have mobilized to the site and are currently installing foundation sleeves, & starting to stockpile materials.

❖ Costs

- Currently there are \$22,031.00 in added changes to the project due to unsuitable soils that required removal and replacement. We are expecting additional added changes for petroleum contaminated soils but haven't received pricing for disposal at this time.

❖ Construction Schedule

- Construction is on schedule and approx. 8% complete at this time.

■ **Project Budget:**

OVER ALL PROJECT BUDGET	<u>42,727,044.99</u>
CONSTRUCTION CONTRACT	<u>33,860,000.00</u>
BUDGET BALANCE REMAINING	<u>8,571,644.00</u>

ANTICIPATED CONSTRUCTION ITEMS REQUIRING PROJECT FUNDING

<u>Construction Item</u>	<u>Estimated Cost</u>
Construction Contingency	1,706,405.00
Commissioning	255,960.00
Administrative	289,726.00
Construction Material Testing	140,000.00
FF&E (including moving cost)	1,170,400.00
IT/Security	3,427,000.00
Chancery Court	780,000.00 ✓
Alt.#7 RMP Incentive	266,000.00 ✓
675 Walnut / Warehouse Renovation	1,513,300.00
Collins "Island" Median	650,000.00

TOTAL	10,198,791.00
Anticipated Budget Shortfall	- 1,627,147.00



Casper's Council for People with Disabilities

MINUTES from Meeting Held on Thursday, January 23, 2020 at 11:30 AM
Downstairs Meeting Room, City Hall, 200 North David Street, Casper

Attendees: Voting Members: Austin Berlin, Chairperson; Nikki Green, Vice-Chairperson; Renate Pullen, Secretary; Maria Flinn, Linda Jones, Michelle Onstott, Luan Plumb, John Wall

Liaisons, Alternates & Guests: Charlie Powell, Matthew Kowalski, Eric Distad, Catherine Burns, Glenda Bretz

US Census Bureau Representative: Tammi Hanshaw

1. Introductions/Roster Sign-in
2. Minutes from December 19, 2019 Meeting – A motion was made by John Wall and seconded by Nikki Green to approve the minutes. The minutes were approved by the Council members.
3. Presentation by Tammi Hanshaw of the US Census Bureau – Ms. Hanshaw presented regarding the upcoming 2020 Census including methods used to be counted and the importance of being counted. Her presentation is attached to the minutes.
4. Old Business:
 - *New Membership Update:* (Zulima provided written follow up prior to the meeting, and Austin read it to the Council):
 - o New Membership for the Council – The press release for the vacancies went out to the media on January 8, 2020 and is published on the City's website. The advertisement was also placed on our Facebook page on January 9. The deadline for applications is Sunday, February 9, 2020.
 - o Zulima will compile all applications received and send them via email to all members the week of February 10 for review. We'll vote on new members at the meeting on February 27, 2020.
 - o After the board approves the new members, Zulima will prepare the documents for the City Council to approve the new members- hopefully at the first meeting in March so the new members can attend the March meeting.
 - *QOL Committee* – Zulima Lopez, Chairperson (Zulima was absent from the meeting but provided written follow-up in advance. Matt Kowalski read the update.)
 - o Zulima spoke to Carol King, Director of Behavior Health at Community Health Centers of Central Wyoming, regarding available services:

- Confirmed that Community Health is now an approved VA provider **FOR QUICK CARE SERVICES ONLY**. This means veterans who need immediate health care can go to the Community Health Quick Care clinic at 5000 Blackmore Road to get VA approved care. No appointment necessary; walk-ins welcome. Call 307-233-6000 for more info.
 - Community Health offers “Medical Uber” to clients. This service can be used for any kind of scheduled appointment. The service is paid by Community Health with no charge to the patient. Transport is limited to rides to and from appointments only – additional stops are not allowed. Patients must contact Community Health to set up an Uber transport.
 - Community Health Director of Patient Services will contact Zulima in the near future to discuss the contracting process for Medical Uber services.
 - The subcommittee met with Rita Wagner of the Casper Senior Center to discuss opportunities to partner on quality of life issues.
 - Rita reported that the most common disabilities for her users are hearing and mobility limitations.
 - Isolation and access to transportation and food are important consideration for seniors. Rita will send us the results of a recent survey conducted at the Senior Center that should provide enlightening information on these two topics.
 - We discussed Uber medical and similar services. Zulima will share with Rita any info received from Community Health on contracting for these services.
 - Senior Center offers in-home services that are not widely known about. Rita provided extra newsletters for distribution at the next CCPD meeting that detail these services.
 - Luan Plumb shared that Walmart offers grocery delivery for \$3 per trip with a \$30 minimum order. There is also the option of a subscription service for a flat monthly fee. Rita will be sharing this with her customers and CCPD will share this information as well.
 - The QOL subcommittee is considering developing a survey for distribution at the Senior Center that will provide insight into what users feel are the biggest QOL challenges. We will wait to see the information that Rita provides from the recent survey before deciding what other information we want to learn.

- John Jones, Executive Director of CATC, has requested a meeting with the QOL Subcommittee to discuss any concerns our group has about CATC/The Bus services. This meeting is tentatively scheduled for January 28, 2020 at 1:00.
 - Please send specific concerns, complaints, compliments, or questions about CATC to Zulima, Matt, or Luan via email to share with John at this meeting.

- *Public Relations (PR) Committee* – John Wall, Chairperson (Zulima provided this follow up in writing in advance of the meeting, and it was read by Austin.)
 - City of Casper Web page:
 - A motion was made by Renate Pullen and seconded by John Wall to include the following list on the City of Casper Webpage:
 - Member listing and info on CCPD membership
 - Contact info – address, email address, phone number
 - Meeting agendas and final meeting minutes
 - Bylaws and other governing documents (cash handling policy)
 - Info on projects that the Council or to City is working on of interest to the disabled community and status of these projects
 - Quick links to other relevant organizations and our FB page
 - Info on how to make cash, in kind, or credit card donations with “Donate Now” button for instant credit card donations
 - Monthly rotating “Did you Know?” Section to highlight beneficial services
 - A scrolling banner or calendar of events, including monthly meetings
 - News feeds regarding disability issues
 - The Council approved the motion so Zulima will work with a City representative and the PR subcommittee to draft a page for review with a go-live target at the end of February.
 - Zulima is working with City’s Information Technology Division to ensure site accessibility is good for all types of disabilities.

- Business Cards and mailing envelopes:

- A proof of the business cards has been provided, and it was reviewed. It was noted that a typo was made with two area codes listed (307), so that will be corrected. It costs approximately \$65 for 500 cards. A motion was made by Renate Pullen and seconded by John Wall to approve the business card with the typo corrected and the updated name of the Council reflected once that is approved by the City Council and the by-laws are updated. This was approved by the Council members. John Wall requested permission to take a printout of the business cards to a National Association for State Independent Living Congress in San Diego on February 20th. He would like to have an approved version to take with him as this will be prior to our February 27th meeting. John and Renate can follow up with Zulima on this.
 - A proof of pre-printed envelopes will be provided at the February meeting for consideration.
- *Events Committee* – Nikki Green, Chairperson
 - Nikki Green provided an update to the event for Casper Disability Day on March 7, 2020, at the Ramkota Hotel. Nikki has met with several groups that have expressed interest in participating. Currently there are 4 organizations registered and there will be a vendor booth for the CCPD as well at the event. The deadline is a couple weeks away, February 7th, and we expect last minute requests to participate.
- *Fundraising Committee* – Linda Jones, Chairperson (Zulima provided a written update prior to the meeting, and it was read by Matt Kowalski.)
 - Zulima is drafting a cash handling protocol for donations as requested by the City’s Financial Services Department. A draft will be provided for consideration at the February meeting.
 - The credit card portal is nearly ready for donations. The target date is now February 3. The City of Casper Finance Supervisor, Connie Arnold, and Zulima are preparing a procedural instruction sheet that will be distributed to the team as soon as the online portal goes live.
 - Once the portal goes live, we should be able to have a “donate here” button on our web page.
 - Connie has offered to provide training to the group on making credit card payments online at our meeting on February 27, if desired. The Council agreed that this would be beneficial training and would like to invite her to the February meeting.
 - Linda Jones did make sure we would be able to fund raise at the Disability Day event on March 7th, and Nikki confirmed the booth for

CCPD and we will have a more specific cash handling procedure to follow at that time.

5. New Business:

- Eric Distad proposed adjusting the name of the Council to include “of” instead of “for” as the “of” speaks more to the Council being made up of individuals with disabilities and using their own voices instead of people speaking and acting for them. A motion was made by Renate Pullen and seconded by John Wall to change the name of the Council to the “Casper’s Council of People with Disabilities.” The Council approved this, and more follow up will occur as this will need presented to the City Council for final approval including updating the by-laws.
- Maria Flinn brought up a letter from a prior member regarding fundraising for CATC and the City in general for transportation. Austin will email the letter of support to the members of the Council for consideration. This will be to influence the State funding for transportation.
- Maria Flinn noted that she is working with Morgan Hughes with the Casper Star Tribune to do a main feature on this Council. Maria will most likely have Morgan follow her around for a day due to Maria going to college, etc. Due to confidentiality requirements, Maria felt that might be easier than trying to do this with other organizations. Maria can provide Morgan’s contact information if anyone wants it.

6. The meeting adjourned at 12:35 PM. The next meeting will be held on Thursday, February 27, 2020, at 11:30 AM at City Hall.

Minutes taken by: Renate Pullen, Secretary

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United States[®]
**Census
2020**

2020 Census:
Casper Council
of People with Disabilities

Tammi Hanshaw

(469) 975-6667

tammi.hanshaw@2020census.gov



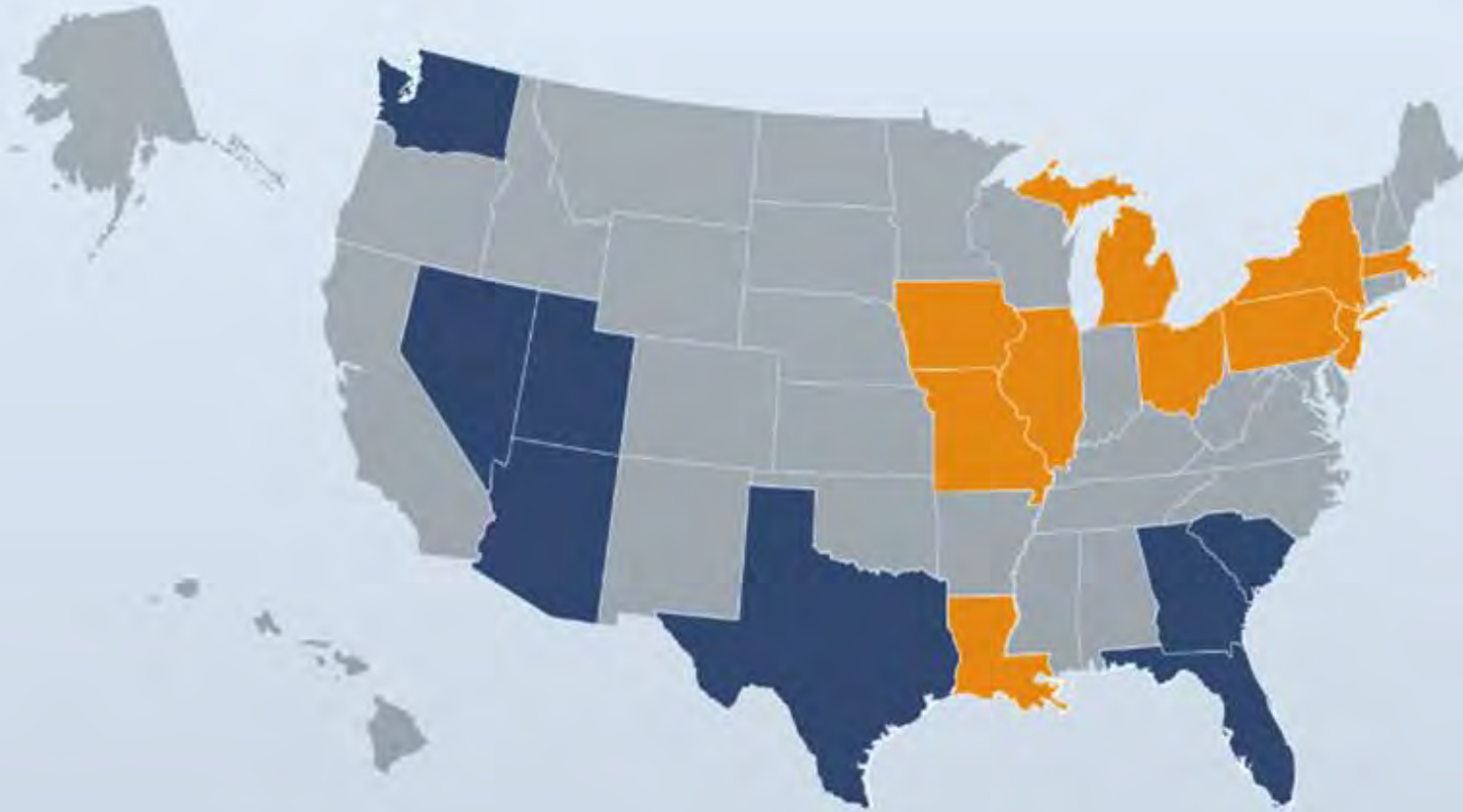
Why we do a census

- Article 1, Section 2 of the US Constitution

- *The actual Enumeration shall be made within three Years after the first Meeting of the Congress of the United States, and within every subsequent Term of ten Years, in such Manner as they shall by Law direct.*

APPORTIONMENT

2010
OFFICIAL RESULTS



GAINED

Arizona +1

Florida +2

Georgia +1

Nevada +1

South Carolina +1

Texas +4

Utah +1

Washington +1

LOST

Illinois -1

Iowa -1

Louisiana -1

Massachusetts -1

Michigan -1

Missouri -1

New Jersey -1

New York -2

Ohio -2

Pennsylvania -1

Funding

Hospitals. Fire departments. Schools. Even roads and highways. The census can shape many different aspects of your community. Each year, the results help determine how more than \$675 billion in federal funding is distributed to states and communities.

Funding

George Washington University Study: Counting for Dollars

THE GEORGE WASHINGTON INSTITUTE OF PUBLIC POLICY

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, DC

Counting for Dollars 2020
16 Large Federal Assistance Programs that Distribute Funds on Basis of Decennial
Census-derived Statistics (Fiscal Year 2015)
Wyoming

Total Program Obligations: \$881,376,094
Per Capita: \$1,504 (see note on proper use)

CFDA #	Program Name	Dept.	Type	Recipients	Obligations
93.778	Medical Assistance Program (Medicaid)	HHS	Grants	States	\$327,583,664
20.205	Highway Planning and Construction	DOT	Grants	States	\$256,406,422
93.774	Medicare Part B (Supplemental Medical Insurance) – Physicians Fee Schedule Services	HHS	Direct Pay	Providers	\$83,025,881
10.551	Supplemental Nutrition Assistance Program (SNAP)	USDA	Direct Pay	Households	\$46,448,470
84.010	Title I Grants to Local Education Agencies	ED	Grants	LEAs	\$34,039,119
84.027	Special Education Grants (IDEA)	ED	Grants	States	\$28,612,321
93.600	Head Start/Early Head Start	HHS	Grants	Providers	\$17,919,686
10.555	National School Lunch Program	USDA	Grants	States	\$14,273,451
14.871	Section 8 Housing Choice Vouchers	HUD	Direct Pay	Owners	\$13,744,000
14.195	Section 8 Housing Assistance Payments Program (Project-based)	HUD	Direct Pay	Owners	\$11,655,333
93.767	State Children's Health Insurance Program (S-CHIP)	HHS	Grants	States	\$11,393,000
93.568	Low Income Home Energy Assistance (LIHEAP)	HHS	Grants	States	\$9,544,085
93.527/ 93.224	Health Center Programs (Community, Migrant, Homeless, Public Housing)	HHS	Grants	Providers	\$8,792,808
10.557	Supplemental Nutrition Program for Women, Infants, and Children (WIC)	USDA	Grants	States	\$8,424,854
93.596	Child Care and Development Fund-Entitlement	HHS	Grants	States	\$5,972,000
93.658	Foster Care (Title IV-E)	HHS	Grants	States	\$3,541,000

How can local governments and community partners play a direct role?

Complete Count Committee:

- CCCs are one of the core strategic elements of the Partnership program for the 2020 Census
- Census Bureau works with tribal, state and local governments, and community organizations to form CCCs around the country
- CCCs exist to plan and implement locally-based outreach campaigns that raise awareness of the census and ultimately drive participation
- CCCs are all inclusive and representative of your local community

Goals and Challenges

- Motivate People to Respond
- Assure Respondents that their Data are Confidential and Secure
- Educate about Importance
- Support communities in their mobilization efforts

Complete Count Committee Formation





Ways to Respond

2020 Census Offers More Choices

- Internet
- Phone
- Paper
- In-Person



**Self Response Available
Until July 31, 2020**



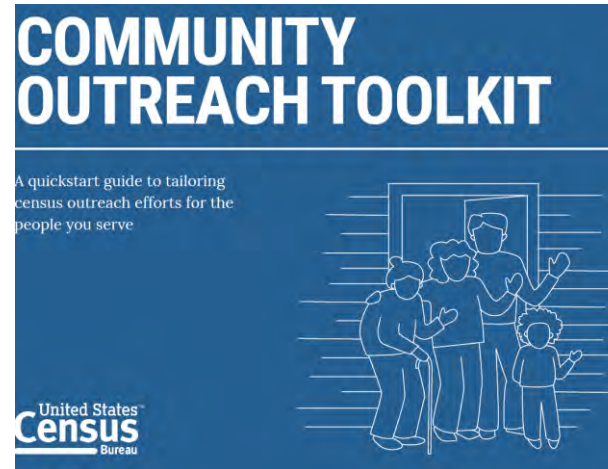
Key Dates for the 2020 Census

- Nov – 2019
- April 2018
- January-Feb 2019
- Aug – Oct 2019
- Jan-Aug-2019
- Early 2020
- **March 12, 2020**
- April 1, 2020
- May 2020
- August 2020
- December 31, 2020
- In-Office Address Canvass
- Regional Census Center Opens
- Early Area Census Offices Open *
- Address Canvassing – select areas
- **Area Census Offices Open -Casper**
- Group Quarters Start
- **Self Response Starts**
- **CENSUS DAY**
- Non-Response Follow-Up Starts
- Data Collection Complete
- Counts Delivered to President

CCC Tools From census.gov



<https://www.census.gov/programs-surveys/sis.html>



CENSUS 101: WHAT YOU NEED TO KNOW

The 2020 Census is closer than you think!
Here's a quick refresher of what it is and why it's essential that everyone is counted.

Everyone counts.
The census counts every person living in the U.S. once, only once, and in the right place.

It's about fair representation.
Every 10 years, the results of the census are used to reapportion the House of Representatives, determining how many seats each state gets.

It's in the Constitution.
The U.S. Constitution requires a census every 10 years. The census covers the entire country and everyone living here. The first census was in 1790.

It means \$675 billion.
Census data determine how more than \$675 billion are spent, supporting your state, county and community's vital programs.

It's about redistricting.
After each census, state officials use the results to redraw the boundaries of their congressional and state legislative districts, adapting to population shifts.

Taking part is your civic duty.
Completing the census is required: it's a way to participate in our democracy and say "I COUNT!"



<https://www.census.gov/partners/toolkit.pdf>



U.S. Department of Commerce
Economics and Statistics Administration
U.S. CENSUS BUREAU
[census.gov](https://www.census.gov)

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Census
2020

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Hyperlinks here for you

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- [LinkedIn](#)
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@uscensusbureau
- [Instagram](#)
- **#2020Census**



CENSUS JOBS NOW LIVE!

<https://2020census.gov/jobs>



2020 Census:
Casper Council
of People with Disabilities

Tammi Hanshaw

(469) 975-6667

tammi.hanshaw@2020census.gov



**CENTRAL WYOMING REGIONAL WATER SYSTEM
JOINT POWERS BOARD**

MEETING PROCEEDINGS

November 19, 2019

A public meeting of the Central Wyoming Regional Water System Joint Powers Board (Board) was held Tuesday, November 19, 2019 at 11:30 a.m., in the Joint Powers Board Conference Room, Regional Water Treatment Plant, 1500 SW Wyoming Boulevard, Casper, WY.

Board Members Present - Chairman King, Vice-Chairman Keffer, Secretary Waters, Treasurer Bertoglio, and Board Members Cathey, Freel, Huber and Powell.

City of Casper – Cathey, Freel, Huber, Powell, Andrew Beamer, Bruce Martin, Brian Schroeder, Clint Conner, Janette Brown

Natrona County – Bertoglio

Salt Creek Joint Powers Board – King

Wardwell Water & Sewer District – Keffer

Pioneer Water & Sewer District – Waters

Poison Spider Improvement & Service District –

Wyoming Water Development Office -

Sandy Lakes Estates -

Lakeview Improvement & Service District -

33 Mile Road Improvement & Service District –

Mile-Hi Improvement and Service District –

Central Wyoming Groundwater Guardian Team (CWGG) –

Others —

The Board meeting was called to order at 11:30 a.m.

1. There were no Announcements.

2. Chairman King asked for a motion to approve the minutes from the October 15, 2019 meeting. A motion was made by Board Member Huber and seconded by Secretary Waters to approve the minutes from the October 15, 2019 meeting. Motion put and carried.
3. Mr. Martin informed the Board that two additional vouchers were added to the voucher listing: voucher 8087 for HDR Engineering, Inc. for the Wardwell Tank Repairs in the amount of \$1,761.25; and voucher 8088 for 71 Construction, Inc. for the North Platte River Exposed Waterline Stabilization Project No. 17-097 PP#2 in the amount of \$87,908.75. Mr. Martin recommended approval of the vouchers and offered to answer any questions the Board may have on the voucher listing.

Chairman King asked for a motion to approve the November 2019 vouchers. A motion was made by Secretary Waters and seconded by Vice-Chairman Keffer to approve the November 2019 voucher list to include voucher numbers 8078 through 8088 in the amount of \$1,389,926.92. Motion put and carried.

4. Mr. Martin asked the Board to reference the Gallons Produced table in the agenda packet. Mr. Martin stated that production for October 2019 was 192 MG, which is 29 MG less than the five-year average of 221 MG. Mr. Martin stated that year-to-date production is 2.02 BG compared to the five-year average of 1.96 BG.

Mr. Martin asked the Board to reference the Statement of Revenues and Expenses in the monthly compilation. Mr. Martin stated that Water Sales is \$521,941 more than the same time last year. Mr. Martin stated that this increase is due to the water rate increase and the increased production this summer.

Mr. Martin stated that Total Operating Expenses increased 17.12% over last year due. Mr. Martin stated that this percentage will smooth out as it has to do with increased chemical purchases, timing of purchases, and maintenance work that has been done. Mr. Martin stated that Interdepartmental Charges have not been posted so far this year, but should be in the Operations Reimbursement next month as the City Finance Department is working on getting them posted, so it will be a large figure to get caught up.

Mr. Martin stated that System Investment Charges are \$100,000 higher than last year.

Chairman King asked for a motion to approve the October 2019 Financial Report as presented. A motion was made by Treasurer Bertoglio and seconded by Board Member Powell to approve the October 2019 Financial Report as presented. Motion put and carried.

5. Chairman King turned the time over to Mr. Schroeder for the Operations Update.

Mr. Schroeder stated that the SCADA Project is moving along. Mr. Schroeder stated that the contractor has completed switching the wells over to the new SCADA system, and has started the boosters and tanks, but is waiting on parts this week. Mr. Schroeder stated that the Operators are liking the new SCADA system so far.

Mr. Schroeder stated that wintertime production is 5 to 6 MGD.

Mr. Schroeder stated that the contractor has completed the Recharge Intake Project, which was to extend the intake pipe farther out into the river.

Mr. Schroeder stated that City Engineering is working on a contract for design and construction administration for the 2.6MG tank roof. Mr. Schroeder stated that this tank most likely will not be back in service until next fall. Mr. Schroeder stated that the new Backwash Tank was in use all summer and worked well so he isn't worried. Secretary Waters asked if the roof or the supports for the roof are the issue with the tank. Mr. Schroeder stated that he believes it is the supports. Mr. Martin stated that above the waterline in the tank is severely corroded by ozone. Mr. Martin stated that the contract for the roof design will be brought to the Board for consideration at the December meeting.

The time was turned over to Mr. Conner to give the Transmission System Update.

Mr. Conner stated that the paint inspection for the Airport Elevated Tank was completed and the contractor will come back in the spring to fix a couple of paint spot issues.

Mr. Conner stated that during routine bacteria sampling the Wardwell Tank tested positive. Mr. Conner stated that the tank outlet waterline was tested and was fine; the valves were closed and the bacteria was confined to the tank. Mr. Conner stated that leaks were found on the new roof, which caused the bad sample. Mr. Conner stated that the contractor will be here Thursday to make repairs and add support to the vents. Mr. Conner stated that the tank is out of service until the repairs are completed. Board Member Huber asked how positive results on water tanks are treated. Mr. Conner stated that the tank is taken out of service, drained, inspected, chlorinated, and refilled. Mr. Conner stated that then the tank must pass testing before it is put back in service.

Mr. Conner stated that staff pumped the non-draining hydrants.

Mr. Conner stated that the Exposed Waterline Project is completed and looks really good; the property owner is happy with the work.

Mr. Conner stated that the Airport Line is being entered into GIS.

Mr. Conner stated that the contactor drain valves will be replaced this winter. Mr. Conner stated that the size of the valves might be reduced and changed to a ball valve.

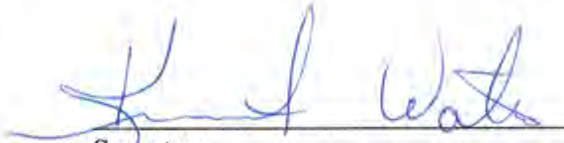
6. There was no Public Comment.
7. There was no Old Business.
 - a. There was no Other Old Business.
8. There was no New Business:

- a. There was no Other New Business.
- 9. In the Chairman's Report, Chairman King stated that the next regular meeting will be held on December 17, 2019.

A motion was made by Secretary Waters and seconded by Treasurer Bertoglio to adjourn the meeting at 11:50 a.m. Motion put and carried.



Chairman



Secretary

**CENTRAL WYOMING REGIONAL WATER SYSTEM
JOINT POWERS BOARD**

MEETING PROCEEDINGS

December 17, 2019

A public meeting of the Central Wyoming Regional Water System Joint Powers Board (Board) was held Tuesday, December 17, 2019 at 11:30 a.m., in the Joint Powers Board Conference Room, Regional Water Treatment Plant, 1500 SW Wyoming Boulevard, Casper, WY.

Board Members Present - Chairman King, Vice-Chairman Keffer, Treasurer Bertoglio, and Board Members Cathey, Huber and Powell. Secretary Waters and Board Member Freel were absent.

City of Casper – Cathey, Huber, Powell, Tom Pitlick, Bruce Martin, Michael McDaniels, Clint Conner, Janette Brown, Andrew Colling, Ethan Yonker

Natrona County – Bertoglio

Salt Creek Joint Powers Board – King

Wardwell Water & Sewer District – Keffer

Pioneer Water & Sewer District –

Poison Spider Improvement & Service District –

Wyoming Water Development Office -

Sandy Lakes Estates -

Lakeview Improvement & Service District -

33 Mile Road Improvement & Service District –

Mile-Hi Improvement and Service District –

Central Wyoming Groundwater Guardian Team (CWGG) –

Others — Charlie Chapin – Williams, Porter, Day & Neville, P.C.; Roxy Skogen – Skogen, Cometto & Associates, P.C.; Steve Quail, Nick Van Wyhe – HDR Engineering, Inc.

The Board meeting was called to order at 11:40 a.m.

1. In Announcements, Mr. Martin stated that Mr. McDaniels would be giving the Operations Report for Mr. Schroeder today.
2. Chairman King asked for a motion to approve the minutes from the November 19, 2019 meeting. A motion was made by Treasurer Bertoglio and seconded by Board Member Huber to approve the minutes from the November 19, 2019 meeting. Motion put and carried.
3. Mr. Martin informed the Board that one additional voucher was added to the voucher listing: voucher 8101 for Great Plains Structures for the Wardwell Tank Repairs in the amount of \$365,275. Mr. Martin recommended approval of the vouchers and offered to answer any questions the Board may have on the voucher listing.

Chairman King asked for a motion to approve the December 2019 vouchers. A motion was made by Vice-Chairman Keffer and seconded by Board Member Powell to approve the December 2019 voucher list to include voucher numbers 8089 through 8101 in the amount of \$1,547,578.19. Motion put and carried.

4. Mr. Martin asked the Board to reference the Gallons Produced table in the agenda packet. Mr. Martin stated that production for November 2019 was 149 MG, which is 14 MG less than the five-year average of 162 MG. Mr. Martin stated that year-to-date production is 2.17 BG compared to the five-year average of 2.12 BG.

Mr. Martin asked the Board to reference the Statement of Revenues and Expenses in the monthly compilation. Mr. Martin stated that Water Sales is \$236,618 more than the same time last year. Mr. Martin stated that this increase is due to the water rate increase and the increased production this summer.

Mr. Martin stated that Total Operating Expenses increased 15.46% over last year. Mr. Martin stated that this percentage will smooth out as it has to do with increased chemical purchases, timing of purchases, and maintenance work that has been done.

Mr. Martin stated that the Balance Sheet should be available after the audit is completed, and the financial software is updated.

Chairman King asked for a motion to approve the November 2019 Financial Report as presented. A motion was made by Board Member Cathey and seconded by Board Member Huber to approve the November 2019 Financial Report as presented. Motion put and carried.

5. Chairman King turned the time over to Mr. McDaniels for the Operations Update.

Mr. McDaniels stated that the carpet replacement project was completed Friday.

Mr. McDaniels stated that the SCADA Project is ongoing. Mr. McDaniels stated that all the wells and half of the boosters and tanks have been migrated over to the new SCADA system. Mr. McDaniels stated that the contractor is doing some work this week, but will

be off site over the holidays. Mr. McDaniels stated that the contractor will be back on site after the first of the year to finish migrating the rest of the boosters and tanks to the new SCADA system before starting on the WTP.

Mr. McDaniels stated that the dewatering pump repairs were completed, and it has been reinstalled.

Mr. McDaniels stated that Water Distribution staff has started digging up the drain valves for the groundwater contactor so they can be replaced.

Mr. McDaniels stated that there will be a generator test tomorrow morning. Mr. McDaniels stated that this should be the final test of the generator.

Mr. McDaniels stated that water demand has stayed steady at 5 to 6 MGD.

Mr. McDaniels stated that staff is currently working on getting all systems ready for the surface water plant startup in the spring.

Board Member Cathy asked how often the standby generator is run. Mr. McDaniels stated that staff has been instructed to run the emergency generator weekly.

The time was turned over to Mr. Conner to give the Transmission System Update.

Mr. Conner stated that the Wardwell Tank roof leaks and bracing for the vents were repaired last week. Mr. Conner stated that the tank has been disinfected, filled, and put back in service. Mr. Conner stated that the contractor is in town today to make repairs to some minor leaks on the tank shell. Mr. Conner stated that the contractor will be back in the spring for a tank roof inspection.

Mr. Conner stated that the new SCADA system is much quicker at communicating data. Mr. Conner stated that it was discovered that there were large pressure spikes on the discharge of the Pioneer booster station. Mr. Conner stated that staff thinks that the water fill station control valve is set to close too quick causing water hammer. Mr. Conner stated that the pressure spikes are maxing out at 200 psi. Mr. Conner stated that some of the Water Distribution staff is going out to meet with Pioneer staff to try and get the control valve adjusted in order to alleviate the water hammer.

Mr. Conner stated that this is the last week for EPA sampling for the year. Mr. Conner stated that sampling went well this year.

Mr. Conner stated that a tap on the RWS waterline on Salt Creek Highway was scheduled for today, but was rescheduled for later.

Mr. Conner stated that things are working well out in the system.

Board Member Cathey asked if the Board will be charged by the contractor for the leak

repairs on the Wardwell Tank, or if the repairs fell under warranty. Mr. Conner stated that the leak repairs should be warranty work.

6. There was no Public Comment.
7. There was no Old Business.
 - a. There was no Other Old Business.
8. In New Business:
 - a. Chairman King turned the time over to Ms. Roxy Skogen, with Skogen, Cometto & Associates for the presentation of the Fiscal Year 2019 Audit.

Ms. Skogen stated that she would be presenting the draft audit, as the City Finance Department is still working on the Management Discussion & Analysis and corrective action plan. Ms. Skogen stated that it is up to the Board when they make their motion whether they approve the audit to be sent to the State by the end of the month, and then approve the audit at the next meeting, or just approve the audit.

Ms. Skogen stated that there were no difficulties working with the City in conducting the audit, but there were delays in getting information due to the new financial software implementation.

Ms. Skogen stated that only one major adjustment was made for the year, but it was considered a finding. Ms. Skogen stated that the new grants/loans through the State are set up so that once the project is completed and the first payment of accrued interest is made, the State will forgive 25% of the loan. Ms. Skogen stated that during FY19 the Board had two loans in which loan forgiveness was given. Ms. Skogen stated that those loan forgiveness amounts were not reflected within the books, so an adjustment in the amount of \$759,246 had to be done. Ms. Skogen stated this brought revenue to the Board. Ms. Skogen stated because of the amount of the adjustment, it is considered to be a finding.

Ms. Skogen asked the Board to reference page 11 of the draft audit report. Ms. Skogen stated that as of June 30th, Total Assets went from \$52 M in 2018 to \$51 M in 2019. Ms. Skogen stated that this was due to depreciation.

Ms. Skogen stated that Total Liabilities in 2018 were \$19 M, while in 2019 they are \$16.6 M. Ms. Skogen stated that the debt was paid down.

Ms. Skogen stated that Net Investment in Capital Assets went from \$27 M in 2018 to \$28 M in 2019. Ms. Skogen stated that more was paid in debt than what was depreciated.

Ms. Skogen stated that Total Net Position went from \$33.1 M in 2018 to \$34.3 M

in 2019.

Ms. Skogen asked the Board to reference page 12 of the draft audit report. Ms. Skogen stated that Total Operating Revenues for 2018 were \$6.2 M and \$6.3 M for 2019. Ms. Skogen stated that there was a rate increase, but a decrease in water production.

Ms. Skogen stated that Total Operating Expense went from \$2.8 M in 2018 to \$3.2 M in 2019. Ms. Skogen stated that the monthly minutes show that the Board discussed that Operating Expenses were running higher than prior years.

Ms. Skogen stated that Capital Contributions of \$333,910 is the portion of State funding that is considered to be grant instead of loan.

Ms. Skogen stated that there was an increase in Net Position of \$1.2 M, but if the forgiveness of debt and capital contributions are removed, there was an increase of \$134,000. Ms. Skogen stated that it was almost break-even, which shows that the charges for service is enough to cover operations, which is mandated by the State.

Ms. Skogen asked the Board to turn to page 23 of the draft audit report. Ms. Skogen stated that the Board's most significant assets are the Capital Assets. Ms. Skogen stated that page 23 shows how the Capital Assets changed for the year. Ms. Skogen stated that there was an increase in the Construction in Process of \$989,071, which is a combination of the Emergency Power and SCADA projects. Ms. Skogen stated that there was a Transfer Out of \$7,342,083, where projects started depreciating. Ms. Skogen stated that there were a lot of projects that were completed during the year. Ms. Skogen stated that the Total Depreciation for the year was \$2.3 M. Ms. Skogen stated that there was \$1.3 M in additions, \$2.3 M in depreciation, so overall the Net Balance went down by approximately \$1 M.

Ms. Skogen asked the Board to turn to page 25 of the draft audit report. Ms. Skogen stated that Reductions is a combination of what was paid, plus debt forgiveness. Ms. Skogen stated that \$654,204 was added to the debt, while \$2.7 M was paid/forgiven.

Ms. Skogen stated that the Capital Assets and the Long-Term Debt are the significant things that we, as auditors, would present to the Board that is different from the monthly Financial Report by the City.

Ms. Skogen stated that there were no other adjusting entries. Ms. Skogen stated that in the past there were several adjusting entries. Ms. Skogen stated that the audit opinion is considered unmodified, which means it is a clean audit.

Ms. Skogen stated that if the Board would give her permission to send the audit report to the State at the end of the month, then the Board can formally approve

the audit report at the January meeting.

Mr. Martin stated that in the past, the Board has approved the audit as presented, and once the final report is in hand, Ms. Brown has sent it out to the Board for comments and the Chairman gave permission to send out the audit to the State if no comments are received.

A motion was made by Board Member Huber and seconded by Vice-Chairman Keffer to approve the audit as presented and once the final report is received, it is to be sent to the Board Members for comments; if no comments are received it will be sent to the State with the Chairman's permission.

Board Member Cathey asked if that would technically be considered a meeting, with all the Board Members on an email chain. Board Member Powell stated that if the Board Members just reply to Mr. Martin and don't hit "Reply All" it would not be considered a meeting. Mr. Chapin concurred with Board Member Powell.

Treasurer Bertoglio asked if the corrective action comment is just regarding the loan forgiveness. Ms. Skogen stated that was correct. Ms. Skogen stated that the City gives the auditors a summary at the beginning of the audit that details how the City does things. Ms. Skogen stated that at the end of the fiscal year, the City goes out to outside sources and get the loan balances and reconcile them to the books. Ms. Skogen stated that she expects that the corrective action plan would say that there is a control process in place and it would be followed.

Mr. Martin stated that Mr. Pitlick from the City Finance Department is in attendance today and would be able to answer any questions on the corrective action plan. Mr. Pitlick stated that when the State does loan forgiveness, they send out an amended agreement and amortization schedule. Mr. Pitlick stated that what happened this year, is that the person that handled the RWS financials retired and there was a lack of communication for items like this and it was missed. Mr. Pitlick stated that one of the points of the corrective action plan is that all staff would be trained on how to recognize loan forgiveness and have it verified on the end of year checklist. Mr. Pitlick stated that this should not happen again.

Motion put and carried.

- b. Mr. Martin stated that Change Order No. 2 with HOA Solutions for the WTP SCADA Improvements has several components related to the price increase of \$19,454.08 and are as follows:
 - 1) The plans specified that the Contractor must provide a 24-hour UPS system at the North Park Tank, the Sunrise III Tank, and the Plant Control Panel (PCP). The 24-hour UPS system is not commercially available. The UPS system proposed for the North Park and Sunrise III Tanks will have an 11.3 hour run

time. The UPS system proposed for the PCP will provide 30 minutes of power as these systems are already equipped with backup power generation. There is a proposed total deduct of \$3,000 for these changes.

- 2) The project scope calls for the installation of conduit from the PCP to Filter Control Panel, North Chemical Facility Panel, and the South Chemical Facility Panel. It was discovered that there are existing conduits in place that are suitable and available for the applications proposed in the scope of work. There is a proposed deduct of \$15,000 for the use of these conduits.
- 3) Installation of new radios at the North Park and Sunrise III Tanks is included in the scope of work. HDR specified radios operating on a licensed frequency for these sites. It was discovered during work that radios operating on an unlicensed frequency would be required for the communication to the booster stations and WTP. There is a proposed cost increase of \$17,036 to install the correct radios.
- 4) A project was recently bid for the replacement of the CY Booster station. There was only one bid received for this project and the bid was significantly higher than the Engineer's Estimate, and therefore rejected. The project is anticipated to rebid this year but will delay the completion of the booster station significantly. The existing booster station will not be able to communicate with the new SCADA system, and due to the delay in the Booster Station replacement, City Staff requested a proposal from HOA Solutions to install the required SCADA components that were included in the booster station replacement scope of work. There is a proposed cost increase of \$24,100 to install the SCADA components at the CY Booster Station.
- 5) HOA Solutions scheduled Factory Acceptance Testing at their facility in Lincoln, Nebraska in November. The testing was to be attended by HDR as part of their agreement with CWRWS. The test was cancelled by HOA Solutions with very short notice. HDR requested that HOA reimburse the costs incurred by CWRWS associated with the cancelled testing. HOA has agreed to credit the cost in the amount of \$3,681.92.

Mr. Martin stated that the current contract amount is \$1,327,816 with a construction contingency amount of \$165,000, for a total project amount of \$1,492,816. Mr. Martin stated that this change order will increase the contract amount to \$1,347,270.08 and decrease contingency to \$145,545.92. Mr. Martin stated that the DWSRF representative has given approval for this change order.

A motion was made by Treasurer Bertoglio and seconded by Board Member Huber to approve Change Order No. 2 with HOA Solutions, for a price increase of \$19,454.08 for the WTP SCADA Improvements Project No. 17-038. Motion put and carried.

- c. Mr. Martin stated that Riley Industrial is under contract to recoat the 2.6 MG

Water Tank. Mr. Martin stated that during the project, it was discovered there is significant damage to the roof and supports that will require the roof and supports to be replaced.

Mr. Martin stated that the contract before the Board today is for design and construction administration services for the project. Mr. Martin stated that HDR Engineering and Woodard and Curran were both contacted and asked to submit a proposal. Mr. Martin stated that Woodard and Curran declined to submit a proposal based on the project timeline and staff availability. Mr. Martin stated that HDR's fee for design and construction administration services is \$114,500.

Treasurer Bertoglio asked if an actual RFP was sent out. Mr. Martin stated that HDR Engineering and Woodard and Curran were contacted directly regarding this project as they both have experience with this type of project. Treasurer Bertoglio asked if the RFP had to be bid out. Board Member Cathey stated that since it is professional services for design it does not need to be bid out; if it was the construction portion of the project it has to be bid out. Mr. Chapin concurred with Board Member Cathey that professional services do not need to go through a formal bid process.

A motion was made by Treasurer Bertoglio and seconded by Board Member Cathey to approve the contract for professional services with HDR Engineering, Inc. for the 2.6MG Tank Roof Repairs in the amount of \$114,500. Motion put and carried.

- d. In Other New Business, Mr. Martin stated that before the Board today is an amendment to the contract with HDR Engineering, Inc. for the Wardwell Tank Repairs Project No. 16-035 in the amount of \$29,885.

Mr. Martin stated that construction is nearing completion for this project, but two issues arose that have caused significant impacts to the construction administration scope for HDR. Mr. Martin stated that the issues are as follows:

- 1) The contractor took a total of four months and multiple revisions to complete the roof replacement shop drawings. The extra time in review, communication, and meetings resulted in \$12,280 of additional services from HDR.
- 2) The contractor has also struggled with testing, leaks and additional inspection. The extra time and expenses resulted in \$17,605 of additional costs for HDR.

Mr. Martin stated that this project is past the substantial completion date and City Engineering staff is working with the contractor on liquidated damages. Mr. Martin stated that the amendment would be covered by the liquidated damages.

Board Member Cathey asked if the payment approved today for Great Plains

Structures was the final payment on the project. Mr. Martin stated that it was not the final payment, it was partial payment #1.

A motion was made by Treasurer Bertoglio and seconded by Board Member Cathey to approve Amendment No. 1 with HDR Engineering, Inc. for the Wardwell Tank Repairs Project No. 16-035 in the amount of \$29,885. Motion put and carried.

9. A motion was made by Board Member Huber and seconded by Treasurer Bertoglio to adjourn from Regular Session into Executive Session to discuss potential litigation at 12:20 p.m. Motion put and carried.

Treasurer Bertoglio and Board Member Powell left the meeting at 12:43 p.m.

A motion was made by Board Member Huber and seconded by Board Member Cathey to close the Executive Session and move into Regular Session at 12:44 p.m. Motion put and carried.

10. In the Chairman's Report, Chairman King stated that the next regular meeting will be held on January 21, 2020.

A motion was made by Board Member Cathey and seconded by Board Member Huber to adjourn the meeting at 12:46 p.m. Motion put and carried.


Chairman


Secretary

From: Roehr, Mary [mailto:Mary.Roehr@charter.com]
Sent: Friday, January 24, 2020 11:10 PM
Subject: FW: Charter Communications Channel Lineup Changes

Hello.

Charter Communications is making changes to our residential channel lineup for customers in your community.

PROGRAMMING	CHANGE
Fox News	Launch on Spectrum Lifestyle Package

Please contact me at should you have any questions.

Sincerely,

Mary Roehr



Mary Roehr | Director, Government Affairs, Colorado, Montana, Wyoming | C: 406-671-7956
951 W. Custer Ave. | Helena, MT 59601



COMMUNITY DEVELOPMENT
DEPARTMENT

CITY OF CASPER

200 North David Street
Casper, WY 82601-1862
Phone: (307) 235-8241
Fax: (307) 235-8362
www.casperwy.gov

Memo to: Liz Becher; Community Development Director

From: Dan Elston, City Building Official *DE*
Craig Collins, AICP, City Planner

Subject: December 2019, Commercial Development Report

Date: 01-06-2020

Permitting Update:

For the month of December 3 building permits for single family homes were issued. To date, 62 building permits have been issued for single family homes compared to 61 for the same period last year. The Building Division issued 41 building, 58 Electrical, 42 Mechanical and 83 Plumbing permits with fees totaling \$131,772.00. License renewal fees received were \$37,338.25. The total permit/license revenue from January through December is \$1,321,645.73 which is up \$188,155.78 for the same period last year.

Overall, the Building Division's value of construction for December was \$2,049,925.00 which is down \$3,392,630.00 for the same period last year. The total value of construction for January through December is \$73,082,239.62 which is up \$10,211,919.18 for the same period last year.

Inspection Update:

The Building Division completed 126 building, 119 electrical, 120 plumbing, 41 mechanical, 20 grey slip/consult inspections, and 20 plan reviews for the month of December.

Commercial Construction Update:

Below is a breakdown of the commercial projects that are in progress:

- State Office Building (West Collins) Sewer and water services are installed, footing pads are being poured on 1-09 for "B" section, dirt work is in process for remainder of site. This project is now in the "construction" mode, which means inspections will be frequent. The City of Casper Bld. Division has had multiple inspections on the same day recently. With the huge footprint of this building, multiple phases of construction will be ongoing concurrently. This will require close communication between the City of Casper and FCI (General Contractor) throughout this project. FCI and the City of Casper

developed an inspection process so that all inspections are logged in at the General contractor's job trailer at the time of inspection; this was requested by the State.

- Hilltop Bank at the Compass (4140 Centennial Hills) Floor slab in process, foundations in process on building B and C.
- Park Elementary School Remodel/addition Phase 1 (104 W. 9th St.) Foundation in process for addition.
- Boyd Ave. Church Gym (2225 CY Ave.) interior Mechanical, Electrical, Plumbing rough in are in process, volunteer help has left. Exterior siding in process
- Senior Living Homes (Fairgrounds Addition) The proposed apartment building will not be constructed and the remaining lots will be used for twin homes.
- WMC Hybrid O.R. (1233 E. 2nd ST.) Final completion within two weeks.
- Advanced Wall Systems Storage Buildings (1037 Foster Rd.) 4 buildings in various stages of construction
- Wash and Glow Car Wash (4055 Plaza Dr.) Final finishes in process, opening 1st week in January.
- U-Haul (725 Bryan Stock Trail) South half storage units in process
- Rodolph Brothers (2100 E Yellowstone) interior drywall in process

Projects Completed:

- Air Innovations (5000 CY Ave.)

New Plans Submitted for approval:

- Park Elementary Phase II and III

MEMORANDUM

To: *Mayor Steve Free*
From: Linda Clifford
Re: Establishing an LGBTQ Advisory Board
Date: January 26, 2020

First of all, I bless you as a City Council member for making hundreds, if not thousands, of decisions during the course of your elected term that allow our city to run smoothly... tasks that I couldn't do and truthfully would not enjoy doing.

I have analyzed Morgan Hughes' article in the Casper Star Tribune of November 29, 2019, called "Council to create LGBTQ board" and would appreciate your consideration of my questions and comments in regard to it. I agree with portions of Gage William's comments (the positive ones): "Casper is a great place, we rarely see discrimination, we rarely see hate crimes,...We don't live in a bad city". I could add many more specific positives to that including policemen and firefighters who kept us safe in times of danger and crises, good hospitals and health care providers, a plethora of recreational facilities and opportunities, historic and natural museums, unique businesses, art galleries, beautifully landscaped parks and residential neighborhoods, a highly praised college, even efficient trash removal systems that keep our streets and alleys always looking their best just to name a few.

You've heard the grammatically incorrect statement, "If it ain't broken, don't fix it." Do you think that statement might apply in the situation you are currently involved in regarding establishing an LGBTQ advisory council? It would be so refreshing if people like Mr Williams and others could FOCUS ON THE GOOD THAT WE HAVE instead of on additional things they perceive they might need at some point in the future because of the "what if's" and their basic fears. And speaking of fears, is it possible that is also a basis for Councilman Powell's comment that a "low score (on the municipal equality index) could dissuade people from moving to (our) city"? I would also ask, is there any statistical evidence to back up such a suspicion?

There are obviously many other factors that perspective residents look for in a city including its' number and types of churches available, business opportunities, transportation options, overall attractiveness, and the other above mentioned aspects. I went to parts of that Human Rights Campaign website and it DOES NOT consider ANY of the above mentioned WONDERFUL ASPECTS of our city that most people would look for when they make a move to a new locality. I would not personally be concerned about a "low score" on that index! Make our city the best it can be and we will have people WANTING to move here and be happy here!

Overall, I am very satisfied and content with our city of Casper the way it is and has been the last 45 years that I have lived here. I was, however, disturbed to learn that you, as part of our City Council, were "INFORMALLY MOVING FORWARD" on this advisory council idea despite the "skepticism from some (of your) members" and were also already seeking applicants to serve on it, EVEN THOUGH IT HAS NOT YET BEEN FORMALLY VOTED ON. I noticed in the same article that a liaison, Jeremy Yates, had also already been "UNOFFICIALLY APPOINTED" in just those 4 days since the idea had been introduced at the very end of the work session on November 26th. Is it possible that having just a liaison would satisfy that group? And while I'm asking questions, do you really want an advisory board to bring in its' own "training and seminars...to help alleviate...lingering questions"?

I was very glad to hear that at least one of your members was "worried about catering city policies to a particular interest group". I would be "worried" too! How can you give preferential treatment to one interest group and not the next one that requests it, and the next, and the next? Why do they need preferential treatment? They are protected by our state and federal constitutions and amendments as every other citizen.

I certainly hope you will not allow one interest group to tell you how to run our city. I respectfully request that you vote AGAINST this request for the LGBTQ segment of our community to have a separate advisory board. Consider all the consequences.

I'll say it myself: CASPER IS A GREAT CITY with many citizens that desire and declare it to be a RIGHTEOUS CITY. Let's make it one to be proud of not just for us living here now, but for the next generations that may occupy this land!

Respectfully submitted and
With hope for THE BEST for Our City, CASPER, WYOMING



Linda Clifford
1125 S. David Street

Mr. Charles Powell
Casper City Councilor
200 N. David
Casper, WY 82601

Dear Sir,

May I commend you for your concern for fair play at the City Council meeting on Tuesday night. What came through concerning the LBGQT advisory issue was what I consider to be the best about Wyoming which is our deep sense of responsibility and care for others. You exemplified that.

The decision to set up the LBGQT advisory board, nevertheless, puts many into a dilemma because it appears (note appears) that the council in some sense advocates some of the LBGQT beliefs and practices. I do not believe that people involved in the LBGQT movement are evil, just as I don't believe that people that smoke are evil. I would not commend anyone to take up smoking as I am sure you wouldn't either because of the known danger. I am puzzled as to why we would support the very dangerous aspects of some of the LBGQT practices. As I stated in my last letter the medical profession is almost unanimous in the danger of anal sex whether between two men or even between a man and a woman. There is now some information coming out on transgender operations that seem to indicate that this too, can be a very danger practice. Preliminary results indicate, for instance, higher suicide rates among transgenders as well as deep seated and ongoing psychological problems. Why would we want to promote anything that has such serious potential harm to our neighbours? And in your case as a representative and advocate for the well-being of the citizens of Casper?

You and I agree that what people do in their own homes is their business. You and I agree that jobs should not be denied to anyone because of their political, religious beliefs or their sexual orientation and I think that is the most that can be expected (I understand that an exception is sometimes made when it comes to leadership in churches as to LBGQT advocates and you will call me hypocritical. That is because it is a moral issue in traditional Christianity. Working at a fast food place or even being a mayor is not a moral issue for LBGQT community workers because the emphasis is not on religious beliefs, but rather the ability to do the job). I would ask you to consider the possible message that is given through the council's decision.

You also have stated that your concern is that LBGQT people will not come to Wyoming because of negative publicity. This is true also of people of faith or religious orientation (Muslims, Jews, and Christians). They will shy away from Casper if they perceive the opposite.

Thank you for your time in (hopefully) reading this. I am at your service to discuss this at any time.

Yours faithfully



Steven Gunderson

PS: How about a Christian advocacy group?

Casper College

Foundation & Alumni Association

January 8, 2020

City of Casper – City Council
Charles Powell, Mayor
PO Box 11000
Casper, WY 82602-3900

Dear Charles,

On behalf of the Casper College Foundation and Alumni Association, thank you for helping make the T-Bird Trek, once again, a successful event. Your sponsorship of \$428.57 was instrumental in putting on a great event and raising money to support Alumni Association initiatives. We are truly grateful.

Our new downhill half marathon was a success with 71 runners participating. Last year we had 252 total participants. We are happy to report 277 individuals participated in this year's event. The median age of our runners was 37 years old. The youngest participant was 7 years old and the oldest was 84. Again, the Platte River Trails ensured a safe running environment for our runners. We are still tallying the proceeds; however, preliminary numbers indicate that the race netted nearly \$22,000.

Employees of Casper College and the Casper community participated in all sectors of the event; including running, walking, playing music, and handing out breakfast burritos. The School of Business and Industry made the medals for the finishers in each age category and the course maps. Mike Olson, Casper College ceramics instructor, created wonderful ceramic bowls and cups for the half-marathon finishers. Students from both the fire science and the EMT programs provided course support. We had two new 'head cheerleaders' at aid/water stations and a mother, father, and daughter team road their bikes with our participants to provide course support. Other volunteers included various members of the administrative team, as well as faculty and staff from all areas of the college. Casper College Foundation Board members and Alumni board members were active participants and helped cheer on runners at the finish line.

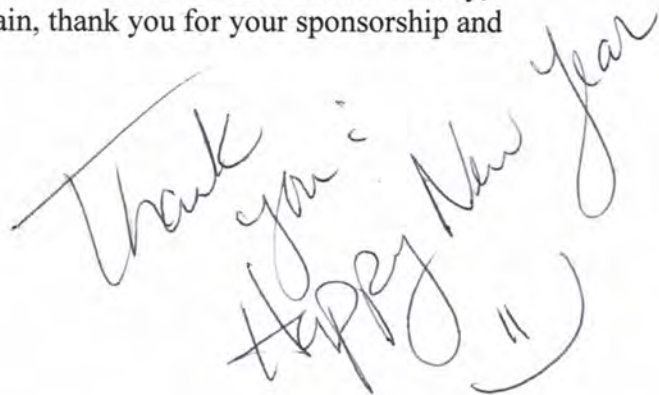
The 2019 T-Bird Trek was a success. Plans are in place for our 2020 Trek. Save the date Sunday, September 13, 2020. We hope you'll be part of it. Once again, thank you for your sponsorship and support.

Sincerely,



Ann Dalton

Race Director and Associate Director of Development



From: Platte River Trails Trust [mailto:platteriver@wyoming.com]

Sent: Thursday, January 30, 2020 10:19 AM

To: Renee Jordan-Smith <rjordansmith@casperwy.gov>

Subject: Join Us For Our Annual Meeting



Join Us For Our Annual Meeting

What?

Building A Bridge
to the Future

You're invited
**PLATTE RIVER TRAILS TRUST
ANNUAL MEETING**

WEDNESDAY, FEBRUARY 19TH, 2020
11:30AM-1:00PM
TATE PUMPHOUSE TRAIL CENTER



BUILDING A BRIDGE
to the **FUTURE**

Where?

Tate Pumphouse Trail Center

1775 West 1st Street
Casper, Wyoming 82601

What?

Platte River Trails Trust Annual Meeting & Luncheon

Join us FOR A LOOK BACK AT 2019
AND FORWARD TO 2020 *and beyond!*

JOIN THE PLATTE RIVER TRAILS TRUST BOARD
AT THE TATE PUMPHOUSE TRAIL CENTER FOR
OUR ANNUAL MEETING AND LUNCHEON.
WE WILL SHARE OUR 2019 HIGHLIGHTS AND
2020 GOALS AND TAKE A SNEAK PEEK AT
OUR LONG RANGE PLANS.

When?

Wednesday, February 19, 2020, 11:30 a.m. - 1:00 p.m.

RSVP

Please RSVP by Monday,
February 17, 2020! Luncheon is
\$20.

RSVP

Platte River Trails Trust
307-577-1206
platteriver@wyoming.com
platterivertrails.com

From: Justin Schilling [mailto:jschilling@wyomuni.org]
Sent: Friday, January 24, 2020 9:09 AM
Subject: FW: Good News Article on Municipal Funding Bills

Good Morning WAM,

This article (link below) from yesterday's Sheridan Press is a great explanation of where everything stands on municipal option and direct distribution going in to the legislative session. The spelling of my name notwithstanding, Mr. Illiano did an excellent job reaching out to fully understand both of the issues. This can be a historic and extremely positive year for ALL of our cities and towns if the legislature seizes the opportunity in front of them.

Link to the article below:

https://thesheridanpress.com/118711/legislation-could-address-municipal-funding-concerns/?fbclid=IwAR1ODs-EyywtX0SnTIFXXN5d_Gedq53o4tI6Rp3TYjkoY2oo-iuFQ5bas_Y

Legislation could address municipal funding concerns

SHERIDAN — State lawmakers have proposed two bills for the upcoming legislative session that, combined, could begin to address longstanding concerns over the funding of Wyoming's municipal governments.

One of the bills would give municipal governments the authority to create local, optional sales taxes with the authorization of their residents, something the larger municipalities in the state have spent years advocating for. The other would restructure the way direct distribution funds are distributed among the state's municipalities by increasing the money small towns receive and reducing subsidies to large cities.

Together, municipalities hope the changes will create more flexible and more sustainable funding sources for Wyoming's cities and towns.

"This year the Legislature has the opportunity to really change the way municipalities are funded in the state for the better, I think," said Wyoming Association of Municipalities Member Services Manager Justin Schiller.

Direct distribution concerns

The two bills stem from ongoing concerns about the future reliability of subsidies the state currently provides its municipalities.

Wyoming distributes direct distribution funds to its local governments, which are intended to help its cities and towns make capital improvements and deliver essential services to their residents. The state Legislature appropriated \$105 million in direct distribution funding last biennium, which was distributed among municipal governments according to the populations they serve.

The state Legislature needs to renew that funding every two years which, considering the notorious volatility of Wyoming's finances and recent forecasts that suggest hard times are ahead, is a constant cause for concern among local governments.

Many Wyoming communities — particularly smaller towns — have come to rely on direct distribution funding, despite knowing there is no long term guarantee it will continue.

For example, Ranchester Mayor Peter Clark said direct distribution funds make up 24% of his town's approximately \$600,000 general fund.

He explained that with a small population and negligible sales tax returns, Ranchester's ability to generate revenue is limited.

Local governments have spent years working with the Wyoming Association of Municipalities to lobby for legislation that would allow them to find alternative sources of revenue. Authorizing communities to implement local optional taxes was the most persistent suggestion, but small towns and county governments took issue with the idea.

Currently, local taxes can only be implemented county wide, with the approval of three-quarters of the municipalities in a county, the county government and the majority of county voters.

County officials from around the state worried that allowing cities to create their own taxes would hurt voter enthusiasm for county-wide taxes — which have to be reapproved every four years — and jeopardize one of their funding sources.

And officials from small towns pointed out that local taxes would do virtually nothing to help them, because their populations are too small to generate sufficient revenue.

Legislative committees have considered several different proposals to authorize local tax options over the years but were defeated after the same concerns emerged each time.

When another such proposal came to the Legislature's Joint Revenue Committee during an interim meeting this summer, Sen. Affie Ellis, R-Cheyenne, likened the cycle to a scene in "National Lampoon's European Vacation" where Chevy Chase's character gets stuck in a London roundabout and breaks down as he points out the same landmarks over and over again.

But Schiller said WAM worked closely with the Wyoming County Commissioners Association and representatives from small towns within its ranks to put together a more viable proposal this time around.

"It's got legs this year, there's no two ways about it," Schiller said.

Potential compromise

Earlier this month, the Legislature's Joint Appropriations Committee passed an amendment to the bill that would authorize another \$105 million in direct distribution funding for the next biennium so that smaller towns received a larger allotment.

According to a chart published on the Wyoming Legislative Services website, the legislation would reduce Sheridan's direct distribution funds by \$19,776.54 each year. In turn, Ranchester would see its appropriation increase by \$5,717.62 each year; Dayton would receive an additional \$5,799.94 in state funding each year; and Clearmont's direct distribution would increase by \$7,135.33 each year.

Under the proposed legislation, the funding allocated to Wyoming counties would remain unchanged.

Over the past year, Sheridan Mayor Roger Miller said he and representatives from other larger cities in the state have signaled a willingness to accept less direct distribution money so that small towns can receive a larger cut of the state's allocation.

"The larger communities have historically received more funding because we have bigger, more expensive projects," Miller said. "So the idea was to help the smaller communities across the state get a little bit more and hopefully give them some more help."

Miller said the potential the Legislature could finally grant municipalities the authority to implement local taxes — which would more than make up for the loss in direct distribution funds — contributed to the willingness of the larger communities to accept less.

Schiller said the bill proposing the authorization of optional municipal taxes addressed the concerns of county governments this time around by requiring that a countywide sales tax already exists before a municipality can pursue its own local tax. If a city wants to create a sales tax in a county without a countywide tax, the city's tax would have to be approved by the county government and half of the municipalities in the county, in addition to the majority of city residents.

If the legislation is successful, Schiller said the state would have more options if the day comes when it has to scale back its direct distribution. If cities are generating sufficient revenue, Schiller said the state could explore cutting funding to large municipalities and keeping the small towns whole.

Miller also pointed out that if cities like Sheridan increased their revenues with a local sales tax, they would request less money from the state in the form of grants and loans, making more funds available to smaller towns.

The two bills have significant momentum and would achieve a priority municipal governments have held high for the last several years.

But they still have a major hurdle to clear when they're presented to the Legislature as a whole when it convenes for its budget session next month.

"We're just hopeful we can push it across the finish line," Schiller said.

Have a great Friday!

Justin Schilling

Member Services Manager

Wyoming Association of Municipalities

315 West 27th Street

Cheyenne, WY 82001

[307-632-0398](tel:307-632-0398)

jschilling@wyomuni.org

www.wyomuni.org

From: Justin Schilling [mailto:jschilling@wyomuni.org]

Sent: Friday, January 24, 2020 5:06 PM

To: Renee Jordan-Smith <rjordansmith@casperwy.gov>

Subject: Word from WAM - WAM Legislative Primer, Bill Tracker, Register Now For Winter Conference!



Wyoming
Association of
Municipalities
Building Strong Communities

Word from WAM!

A Weekly Message

2020 WAM Pre-Session Legislative Primer

WAM Legislative Specialist Bob McLaurin Gets You Up to Speed

The 2020 Wyoming Legislature will convene on Monday February 10, 2020. Pursuant to the Wyoming Constitution, this is a budget session and will adjourn no later than March 12, 2020. As this is a budget session, any legislation not pertinent to the budget, will require 2/3 majority of both bodies to be introduced and considered by the body.

[continue reading by clicking here.](#)



2020 WAM Legislative Updates and Bill Tracker Goes Live Next Week



WAM Bill Tracking Tutorial

The Wyoming Legislative Session Starts in Less Than a Month and WAM is Here to Keep You Informed



Besides Word From WAM, and our weekly Week at the Capitol e-blasts, you'll also be able to keep tabs on important legislation, see our legislative team's notes, and see WAM's official position on specific legislation by using our bill tracking tool featured in the video above. We're hard at work populating the tracker with all the bills posted by the legislature so far and will have it available for your use and review this coming week. To find the bill tracker and all of WAM's legislative updates, click on the advocacy tab on the WAM homepage and then Follow Legislation, or just [click here](#).

2020 WAM Winter Conference, 125 Leaders Are Coming So Far, Are You? Early Bird Registration Ends Soon!



The 2020 WAM Winter Conference is scheduled at the beautiful Little America Hotel and Resort in Cheyenne, February 26-28, 2020. Online registration, as well as links to host lodging, for this exciting event is now open at the link below. This year's event will feature a myriad of excellent educational and networking opportunities, chances to interact with the legislature, and to meet fellow municipal leaders and officials from

across the state. Fun social events centered around an exciting casino theme will play out throughout the event, starting with a Las Vegas style casino night where everyone will be invited to try their luck at the blackjack, poker, roulette and craps tables for a chance to win fantastic prizes.

DOOR PRIZES DONATED

FOR CASINO NIGHT AND POKER RUN

2 Blankets donated by: BCBS of Wyoming, Handcrafted by K. Hartman

2 Night Stay donated by: Blair Hotels, Cody WY

2 Night Stay donated by: Saratoga Resort & Spa Saratoga WY

2 \$50 Amazon Gift Cards donated by: Sunrise Engineering

1 Night stay donated by: Teton Mountain Lodge & Spa, Jackson WY

Gift Basket donated by: Texas Roadhouse

2 Night Stay donated by: Timberline Hospitalities

1 Night Stay donated by: Little America, Cheyenne

1 \$25 Gift Card donated by: First Interstate Bank

1 \$50 Gift Card donated by: First Interstate Bank

2 \$50 Gift Card donated by: Kaiser Wealth Mgt.

[Click here](#) for the event agenda.

For more information or to register, please [click here](#).

Early Bird Registration Discounts End February 8th!

tel: 307.632.0398 | fax: 307.632.1942 | www.wyomuni.org