

Legislating Equality



**A REVIEW OF LAWS AFFECTING
GAY, LESBIAN, BISEXUAL, AND TRANSGENDERED
PEOPLE IN THE UNITED STATES**

by Wayne van der Meide

the
**Policy
Institute
of the
National
Gay and
Lesbian
Task
Force**

Contents

Preface by Hector Vargas	1
Introduction	3 – 18
Report Summary	3
Summary of Findings	4
Review of Types of Laws Included in this Report and Guide to How They Are Presented	9
Endnotes	18
Research Methodology	19
Glossary of Abbreviations, Terms and Legal Process	21
Sample Record with Explanations	23
State, County and City Records	25 – 82
Index of Municipal and State Laws by Category	83
Contributors	87

Preface

HECTOR VARGAS, STATE LEGISLATIVE ATTORNEY, NGLTF

All over the nation local and county governments are considering the enactment of laws that protect or benefit the gay, lesbian, bisexual and transgender (GLBT) community. By advocating for civil rights protections, domestic partnership registries and benefits, and hate crimes laws, local GLBT and GLBT supportive activists are pushing their cities and counties to ensure equal rights and benefits for equal work and to create safe communities for GLBT people. As evidenced by the 236 local and county laws described in this publication, effective GLBT activism at the local level is proving that equality begins at home and is providing the bridge to successful state and federal advocacy.

The records in this publication illustrate the amazing success of local organizing and activism in getting cities and counties to address the needs of the GLBT community through local legislation. For example, spearheaded by the Kentucky Fairness Alliance, advocates in four separate local jurisdictions in Kentucky enacted civil rights protections for GLBT people in 1999. Kentucky thus joins the states of Maine and New York with the highest number of cities passing sexual orientation inclusive civil rights ordinances in a state for any one year.

NGLTF is committed to providing local activists with the assistance needed to enact local ordinances. Since 1973, the National Gay and Lesbian Task Force has supported these local organizing efforts by serving as the national resource center for grassroots gay, lesbian, bisexual and transgender organizations that are facing a variety of battles at the local level. NGLTF's Field Department assists with organizing, developing campaign and coalition-building strategies, and providing technical assistance to local organizations. To further provide assistance to local activists, NGLTF has implemented a Legislative Lawyer Project to assist with drafting and analyzing proposed ordinances and developing legal policy arguments for successful advocacy efforts.

Further, we need your assistance to ensure that we have the most accurate records for us to use to help others in their advocacy and drafting efforts. This publication represents a snapshot of the laws in existence at the time of publication. If there are changes enacted to the ordinances listed in this publication or omissions and/or additions of cities and counties that have civil rights or other ordinances protecting the GLBT community, please contact us immediately. If you can send us a written copy of the ordinance as enacted, please do so. Such information should be directed to: Hector Vargas, State Legislative Lawyer, NGLTF, 1700 Kalorama Road, NW Washington, DC 20009-2624.

The untiring efforts of local activists to enact pro-GLBT ordinances sustain and propel the GLBT movement for equality. The dramatic gains of the GLBT community at the local level help drive the efforts to secure broader protections through state and federal legislation. These successes build the foundation for NGLTF's work to strengthen the GLBT rights movement at the state and local level while connecting these activities to a national vision of change.

Hector Vargas

Introduction

REPORT SUMMARY

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This publication reports on existing state and municipal laws affecting GLBT rights in the United States. These include anti-hate crimes laws, sodomy statutes, domestic partnership laws and registries, anti-same-sex marriage statutes, and state, city, and county laws that prohibit discrimination on the basis of sexual orientation, gender identity and HIV/AIDS status. This publication includes details such as what kinds of discrimination civil rights laws prohibit, what benefits domestic partnership measures provide, what penalties anti-hate crimes laws establish and whether and how consensual sexual activity is criminalized.

This publication is a companion to another NGLTF publication – *Capital Gains and Losses* – which tracks and reviews legislation considered in all 50 state legislatures affecting the GLBT community and those living with HIV/AIDS. Please refer to *Capital Gains and Losses* if you are seeking greater detail regarding the annual progress of state bills and legislation of particular interest to GLBT people and those people living with HIV/AIDS.

Although we attempted to obtain and review the actual language of all the laws and policies reported upon in this publication, this was not always possible; we have at times relied upon secondary sources for information (see *Research Methodology*). Moreover, the information contained in this publication is subject to change since laws and policies are being enacted and amended continually. Any listing of laws in an area with as much activity as this will change rapidly and continuously. The Policy Institute of the National Gay and Lesbian Task Force will issue periodic updates of this publication to reflect these changes; however, the information in this publication should not be used in place of legal advice. If you plan to rely on any of the policies or laws referred to in this document you should confirm their contents.

The National Gay and Lesbian Task Force tracks local and state gay, lesbian, bisexual, transgender laws and welcomes all corrections, additions and clarifications for future updates.

Please send any corrections, updates and comments to:

Legislating Equality Update
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GLBT RIGHTS - A SUMMARY OF FINDINGS

Anti-Discrimination Laws

Only 11 states and the District of Columbia have adopted legislation prohibiting sexual orientation discrimination in private employment. Eighteen states and the District of Columbia prohibit sexual orientation discrimination in public employment; nine states and the District of Columbia protect against sexual orientation discrimination in public accommodations and housing. Because protection at the city and county level is also limited there are, for example, more than 170 million Americans (62% of the population) who have no legislative protection against sexual orientation discrimination in private employment at either the state or local level.

Legislating Equality is the most comprehensive report ever on the history and current scope of protection available to GLBT people focusing on local and municipal ordinances as well as state laws. Civil rights protections at the national and state levels are indisputably of great importance. However, local and municipal laws have significant potential to safeguard the well-being and dignity of GLBT people across the country. There are over 100 cities and 18 counties that prohibit discrimination in private employment on the basis of sexual

Laws Prohibiting Discrimination Based on Sexual Orientation



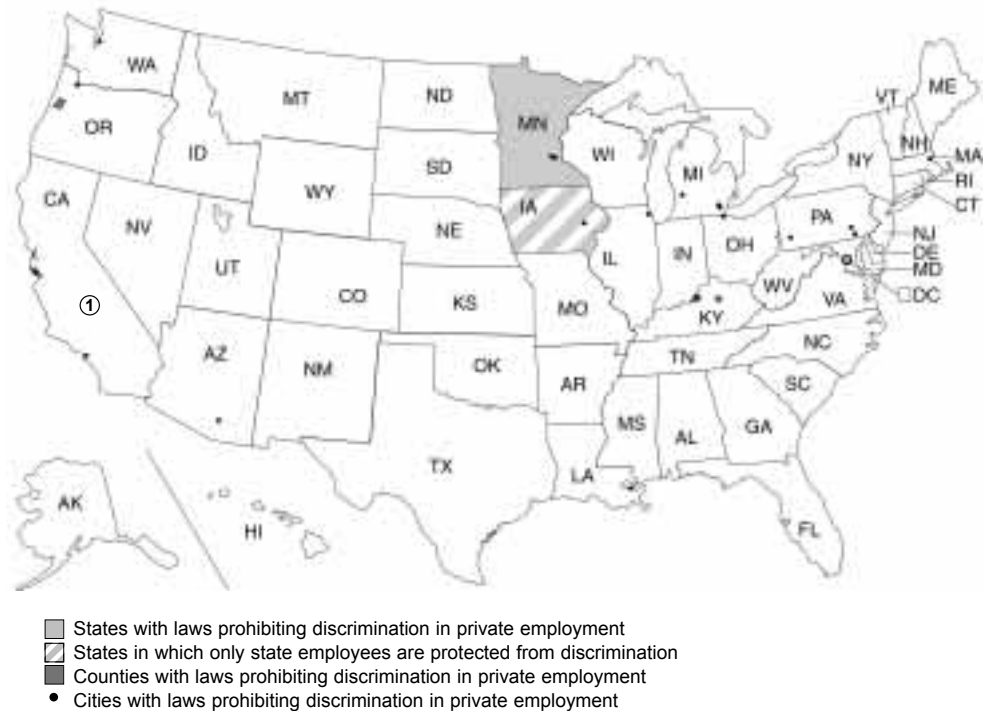
- States and the District of Columbia with laws prohibiting discrimination in private employment
- ▨ States in which only state employees are protected from discrimination, either by executive civil order or civil service rule
- Counties with laws prohibiting discrimination in private employment
- Cities with laws prohibiting discrimination in private employment

① Oregon has no legislation, but pursuant to the court of Appeal decision in *Tanner v. OHSU*, discrimination based on sexual orientation is prohibited.

② Michigan legislation prohibits only discrimination based on sexual orientation and AIDS status in the provision of health care.

orientation in their local anti-discrimination laws. From the Town of Sorrento, ME with a population of 355, to New York City, with more than seven million people, there are more than 37 million Americans (14% of the total population of the US) who are only protected from sexual orientation discrimination by local laws. In other words, they live in a state without protection from discrimination based on sexual orientation but are protected by their town, city or county laws. It is clear that we, as a community, must continue our struggle for civil rights protections at the national and state levels while also paying close attention to our progress at the municipal level. It is in the service of this latter policy objective that we have engaged in this detailed analysis and reporting of local laws which prohibit discrimination against GLBT people.

Laws Prohibiting Discrimination in Private Employment Based on Gender Identity



① California legislation prohibits discrimination in education on the basis of gender identity

Transgendered People

Only 3 counties, 20 cities and the state of Minnesota explicitly provide legal protection from discrimination in private employment on the basis of gender identity. More and more this gaping omission has come under the scrutiny of activists working in the area of GLBT rights.

It is important to note that particularly in many of the older human rights ordinances, the protection afforded to transgendered people is limited to those who are in the process of having or have had a "sex change operation."

For a detailed and in depth analysis of some of the legal and policy issues facing transgendered people see, Paisley Currah, Shannon Minter and Jamison Green, *Understanding Transgender Issues: A Handbook for Activists and Policymakers*, forthcoming from the NGLTF Policy Institute and the National Center for Lesbian Rights in 2000.

Domestic Partnership Benefits/Registries

“The traditionally defined nuclear family, consisting of a married, heterosexual couple with children under the age of 18, is no longer the norm for United States families...The movement for domestic partnership benefits is rooted in the democratic notion of equal pay for equal work. With benefits comprising approximately 40% of a worker’s compensation, employees who can obtain benefits for their spouses are, in effect, paid higher than employees in relationships which are not legally recognized... Domestic partnership benefits, then, are a means of working towards greater economic justice in the workplace.”¹

Domestic Partnership Benefits for Government Employees



Domestic Partnership Registries



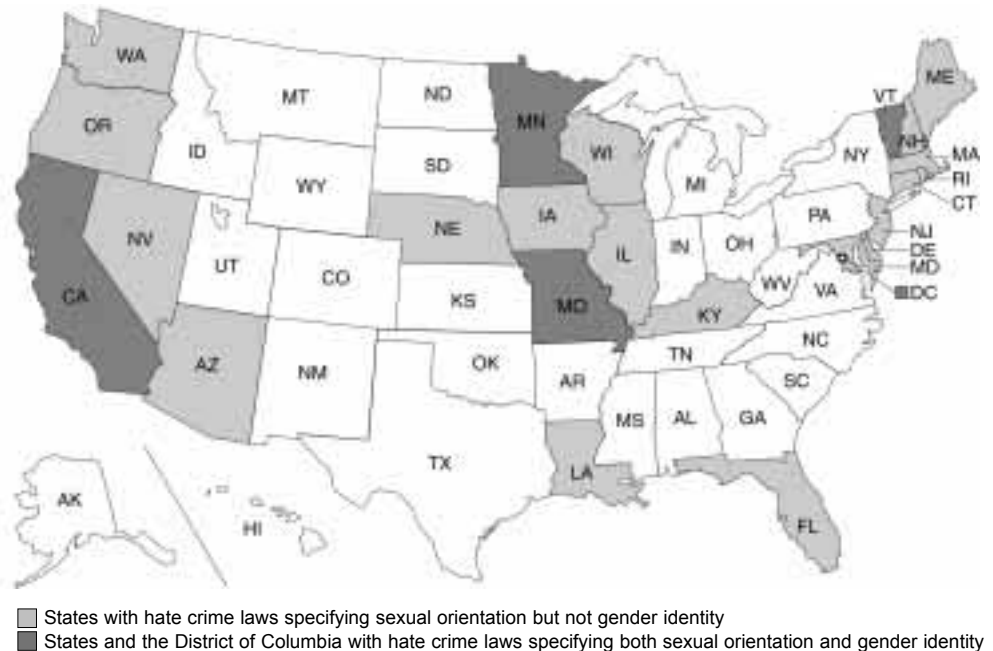
¹ Since passage by City Council, the U.S. Congress—which exerts budgetary and other controls over the District of Columbia—has effectively blocked provision of employment benefits and maintenance of a registry by explicitly prohibiting the use of funds for that purpose.

Both the extension of domestic partnership employment benefits and the creation of domestic partnership registries constitute a form of public validation of the dignity, value and legitimacy of the approximately 4.5 million couples in the United States that are unmarried, one third of those being same-sex.²

To date there are only seven states that offer some kind of domestic partner employment benefits to all or a portion of their state employees³, and California is the only state that currently has a domestic partnership registry.

In contrast, at the local level the recognition of non-traditionally defined families has grown by leaps and bounds. There are 41 municipal governments (i.e. cities and counties) which have set up some form of domestic partnership registry and there are 83 municipal governments that offer some employment benefits to the domestic partners of their employees.

Hate-Crime Legislation Which Includes Sexual Orientation and/or Gender Identity



Hate Crimes

Twenty-three states and the District of Columbia have established some sort of mechanism to respond to and/or record information about hate crimes related to sexual orientation. Of these, only the states of California, Minnesota, Missouri, Vermont and the District of Columbia also identify transgender people as a protected group for purpose of hate crimes laws.

Although the federal Hate Crimes Statistics Act requires the U.S. Justice Department to collect and report on information about hate violence related to sexual orientation, recording and reporting of information by all local police agencies is not required. As such, information about hate violence motivated by sexual orientation and gender identity on a national scale is scarce. The more than 2,500 anti-GLBT incidents reported nationwide in 1998 by The National Coalition of Anti-Violence Programs are just the tip of the iceberg.⁴

Anti-Marriage Legislation/Amendments

To date 30 states have adopted some form of anti-marriage legislation and/or amendment. Sadly, divisive battles to ban same-sex marriage continue with recent ballot initiatives in Alaska and Hawaii. In March 2000, the "Knight Initiative," which if passed would declare only marriages between a man and a woman to be valid, will be put before voters in California.

Anti-Marriage Legislation and Constitutional Amendments



Visit Our Searchable Web-Site Containing this Information & More

All of the information contained in this publication, and much more is contained in an electronic database. This fully searchable database is now available online at www.nglhf.org in keeping with the NGLTF Policy Institute's goal to create a searchable virtual clearing house of information, progressive analyses and facts about the GLBT community and our allies.

REVIEW OF THE TYPES OF LAWS INCLUDED IN THIS REPORT AND A GUIDE TO UNDERSTANDING HOW THEY ARE PRESENTED

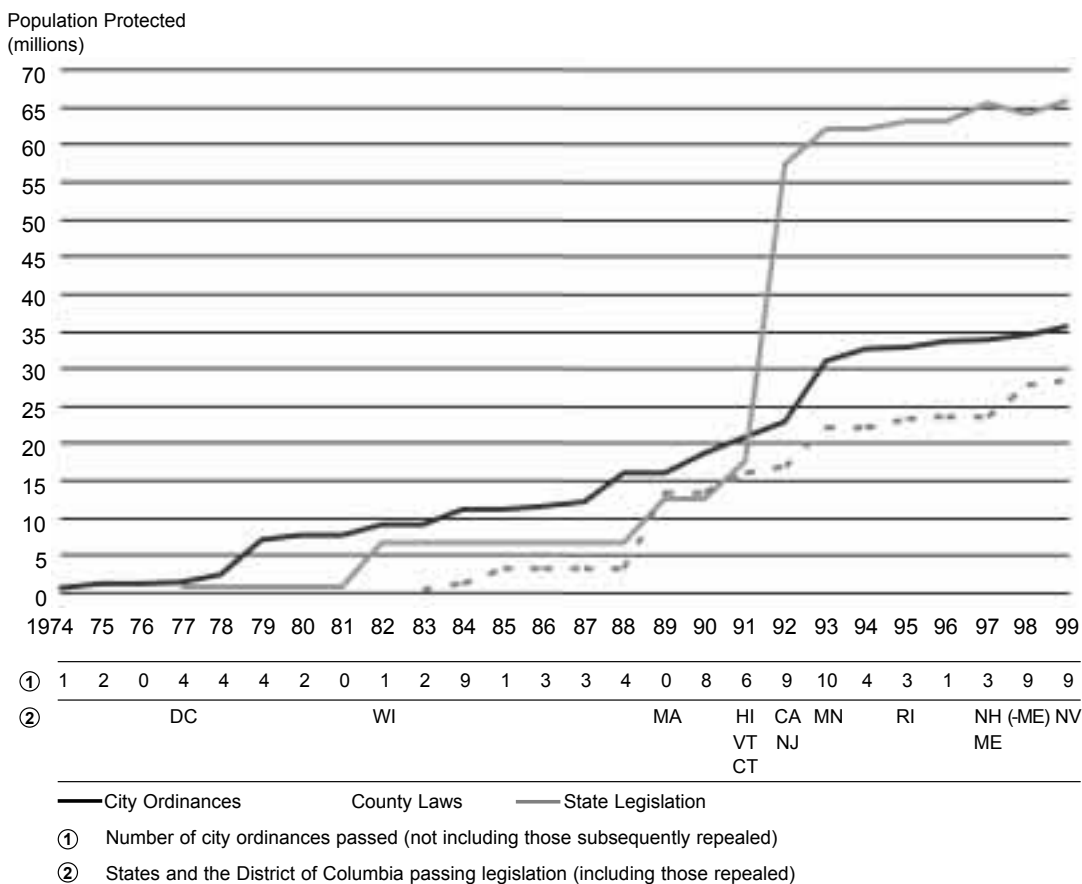
In this section we provide a brief introduction to how these laws generally operate and important information about how we have interpreted and reported on these laws.

In this publication we provide the most detailed overview of laws affecting the rights of GLBT people currently available in a single text. As such, we have had to present the information in a compact format which may not be readily understandable without reference to these introductory and explanatory notes.

1. Laws Prohibiting Discrimination at the Municipal & State Levels

In this report, unless otherwise indicated we have only listed laws which explicitly prohibit discrimination on the basis of sexual orientation. Where gender identity is also a protected class, we have made special note of that fact. In other words, states and municipalities that have anti-discrimination laws, but ones which do not include protection from discrimination based on sexual orientation, were not listed in this report.

Progress of Legislation prohibiting Sexual Orientation Discrimination in Private Employment



Laws prohibiting discrimination against GLBT people take a great variety of forms, are open to a range of interpretations, and often contain a number of exemptions and/or limitations. Therefore, it is important to note that although we have tried to be specific in our reporting about the nature and extent of coverage of anti-discrimination protections, we have not included descriptions of any of the limitations and exceptions which may be attached to these protections.

Nevertheless, despite the complexity of anti-discrimination laws, they tend to have certain characteristics which are fairly consistent. Chief among these is the explicit identification of their scope or coverage, or categories of protection. Put simply, an anti-discrimination law, whether it be at the national, state or local level, will usually specify whether it prohibits discrimination in public employment, public accommodations, private employment, education, housing, credit and union practices. Again, in this publication unless otherwise indicated we have only listed categories of protection which include sexual orientation and/or gender identity. What follows is a general description of these categories:

Public Employment: This category refers to the employment policies or practices of the city/county/state as an employer itself. Generally speaking, it prohibits consideration of irrelevant personal characteristics, such as sexual orientation, in decisions regarding the hiring, firing or promotion of people employed with the city/county/state.

In the area of public employment, the doctrine of "sovereign immunity" may affect the reach of the statute or ordinance. Sovereign immunity, in its simplest terms, prevents a state (which can include the municipalities and counties of a state) from being sued in its own courts, unless the state consents to the suit. The doctrine and how explicit a state's consent must be varies from state to state. Within this category where we indicate:

- "Government employer expressly covered": the statute or ordinance expressly states that the anti-discrimination law applies to the government entity enacting the law, indicating that the government has waived its sovereign immunity;
- "Any employer or all employers covered": indicates that a broad term such as "all employers" has been used but with no express reference to government entities. While the plain meaning of the statute or ordinance would cover public employers, the broad term may not be sufficiently explicit to withstand a defense of sovereign immunity if raised by the government entity;
- Where none of the above appears this indicates that we were unable to obtain and review the actual language of the prohibition (see *Research Methodology*).

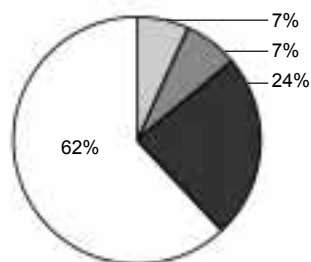
It is important to note that although this type of prohibition is often incorporated into a City/County Code, it may also exist as an administrative or personnel policy which is separate of municipal law. Although some of these policies have been identified in this publication, they are generally beyond the scope of this report. Readers may therefore wish to contact City/County Personnel Departments to get more information about local policies.

Private Employment: This category refers to the employment practices of private employers. It is usually limited to those employers who operate or otherwise conduct business within the city/county/state limits. Sometimes it applies even more narrowly only to those private employers who do contract work for the city/county/state. Generally, it is the intent of this category to forbid employers from considering irrelevant personal characteristics, such as sexual orientation, in hiring, firing or promotion decisions.

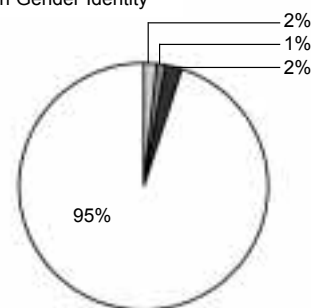
Unless specifically indicated in this report, prohibition of discrimination based on sex-

Protection from Discrimination in Private Employment as a Percentage of Total U.S. Population

Based on Sexual Orientation



Based on Gender Identity



Not Protected
 Protected By County Law, but not State

Protected By City Law, but not County or State
 Protected By State or District of Columbia Law

ual orientation in employment practices does not mean that the law requires the extension of domestic partnership benefits to employees.

Union Practices: This category refers generally to the practices, policies and decisions of unions or labor organizations. Its aim is usually to prohibit unions or labor organizations from considering irrelevant personal characteristics, such as sexual orientation, in its policies, practices and/or decisions regarding, for example, union membership. Alternatively, it is also often included within the broader section dealing with prohibited practices in employment.

Public Accommodations: This category, often called "Business Practices," is perhaps more than any other open to a great range of different definitions and interpretations. For example, the Ypsilanti, MI City Code contains one of the more detailed definitions of "Place of Public Accommodation":

An educational, governmental, health, day care, entertainment, cultural, recreational, refreshment, transportation, financial institution, accommodation, business or other facility of any kind, whose goods, services, facilities, privileges, advantages or accommodations are extended, offered, sold or otherwise made available to the public, or which receives financial support through the solicitation of the general public or through governmental subsidy of any kind.

On the other end of the spectrum, the Urbana, IL City Code defines "Public accommodations" simply as: "All places, businesses or individuals offering goods, services or accommodations to the general public."

Regardless of the specific definition attached to this category, generally speaking, it prohibits discrimination based on personal characteristics, such as sexual orientation, in the provision of services by businesses and/or other services which are generally open to the public. So, for example, it would usually protect people in their everyday activities such as buying groceries, eating at a restaurant, going to the movies or booking a room in a hotel.

It is important to note that depending on the definition and/or interpretation of the category of "public accommodations", the activities of educational institutions and of those businesses which provide credit services may also be encompassed.

Education: This category generally encompasses the practices of educational institutions such as high schools, colleges and universities.⁵ When it is part of state and/or municipal law, this category usually prohibits the consideration of sexual orientation in decisions or practices regarding admission, expulsion and access to educational facilities. This type of law or policy often also prohibits harassment within educational institutions. In this report this category will only be reported as protected if it is explicitly identified either as a type of "public accommodation" or specified as an independent category of protection.

There is extensive policy making on these issues by school boards, which are beyond the scope of this publication. Moreover, the needs of students extend well beyond the prohibition of discrimination and harassment, and include, for example, access to GLBT sensitive educational materials and the provision of sensitivity training for teachers and other students. We recommend that if you are interested in obtaining more information about these types of policies you contact your local school district or the Gay, Lesbian and Straight Education Network (GLSEN), 121 West 27th Street, Suite 804, New York, N.Y. 10001, Telephone: (212) 727-0135.

Credit: This category refers generally to credit or lending practices, and the decisions and policies of financial institutions.⁶ Protection related to credit prohibits consideration of irrelevant personal characteristics, such as sexual orientation, in decisions regarding the extension of credit.⁷ In this report this category will only be reported as protected if it is explicitly identified either as a type of "public accommodation" or as an independent category of protection.

Housing: This category, also called "Real Estate Practices" in many laws, generally refers to rental, leasing and selling practices related to commercial and/or residential property. Housing protection usually prohibits the consideration of irrelevant personal characteristics, such as sexual orientation, in making decisions regarding the rental, leasing or sale of real estate and/or housing. Interestingly, this category is often explicitly defined to include the credit or lending practices of financial institutions in relation to financing of real estate and housing transactions.

One very common exclusion or limitation of this category of protection is that it not apply to decisions regarding the rental of rooms within single dwelling households in which the person renting or leasing also resides.

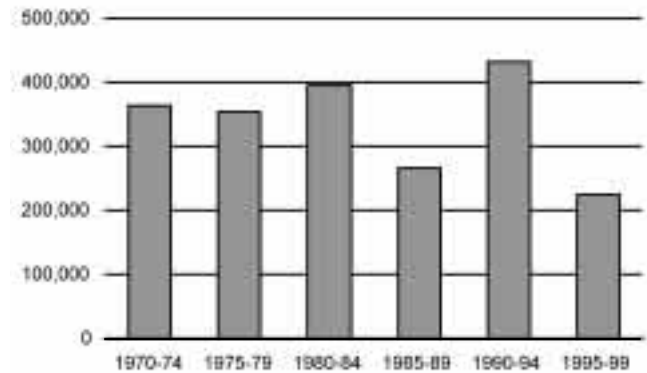
Laws which do not specify coverage: There are some anti-discrimination laws that do not specify any protected classes or list specific areas of coverage. Where this is the case we have tried, wherever possible, to include the actual language used by that law to prohibit discriminatory practices generally.

For more information: To find out more about the civil rights or anti-discrimination laws in your city, town or county, you should contact your local government. If you want to obtain a copy of these laws, call your City or Town Hall, or the County Government Office and ask for the City, Town or County Clerk's office—make sure you tell the person you speak with that you do not want a court clerk. You should also find out if your city, town or county has an agency in charge of enforcing or monitoring discrimination and call them for information.

If you want more information about any of your state's laws you should call your State Legislative Information Office for information—refer to Capital Gains and Losses for the number of your State Legislative Information Office. Again, you should also find out if your state has an agency in charge of enforcing or monitoring discrimination within your state.

Contact phone numbers and web-site addresses for all of the City, Town and County Clerks, as well as for State Legislative Information Offices are also available on the searchable web version of this publication—www.nglrf.org.

Average Size of Cities Enacting Protection From Sexual Orientation Discrimination*



*Not including those subsequently repealed

2. Hate Crimes Laws

Few cities have enacted laws dealing with bias-motivated crimes;⁸ hate crime laws are usually enacted at the national and state levels. In this report we have included some information about the hate crime laws, or the absence of such laws, for all states. The information provided can be summarized in this way:

1. If a state's hate crime law(s) identifies sexual orientation as a potential basis for a hate crime a citation and summary description of the law(s) is given; and/or,
2. If a state's hate crime law(s) also identifies gender identity as a potential basis for a hate crime, special note is made of this fact; or,
3. It is noted if the state has a hate crimes law that does not include sexual orientation and/or gender identity as a protected class; or,
4. It is noted if the state has no hate crimes law at all.

These laws take a variety of forms and deal with bias motivated crimes in a number of different ways. In responding to crimes motivated by hate, a single jurisdiction may have laws which do one, some or all of the following:

- "Separate Crime/Sentence Enhancement": Create a separate crime or penalty for crimes motivated by particular kinds of hate and/or provide for enhanced penalties (sometimes mandatory and other times discretionary) for crimes motivated by hate;
- "Aggravating Factor": Stipulate in its general sentencing provisions that a finding that a crime was motivated by hate can/must be considered an "aggravating factor" in sentencing; and/or,
- "Data Collection": Require local law enforcement agencies to collect and keep information about hate motivated crimes (usually also requiring that this information be forwarded to a state agency for analysis).

Another important feature of anti-hate crimes laws is the way in which the motivation for hate crimes is described. The designation:

- “Because of” may narrow protection to the actual status of the victim; whereas,
- “Actual/Perceived” or “Motivated by” may apply more broadly to the perceived status of the victim. For example, it does not matter if a victim of a hate motivated crime actually is gay; it only matters that the perpetrator was motivated by hate to commit a crime based on a perception that the victim was gay.

It is important to note that both anti-discrimination and hate crimes laws do not only protect members of, for example, ethnic, religious or sexual minorities. These laws protect all people from hatred and unfair treatment based upon, for example, a person’s race, religion and sexual orientation. For example, a heterosexual person who was assaulted, or discriminated against, because of his/her sexual orientation, would also be protected under these laws.

For a more detailed discussion of anti-hate crimes laws refer to Hector Vargas, NGLTF State Legislative Lawyer, *State by State Hate Crimes Laws at a Glance*. To obtain a copy of this document, contact the National Gay and Lesbian Task Force at (202) 332-6483.

3. Criminalization of Consensual Sexual Activity

Currently, 19 states criminalize private consensual sexual activity between adults in a number of ways. Criminal offenses of this type may be generally worded to cover what is called “unnatural” sex acts or “crimes against nature,” or may single out “sodomy” (which is usually defined as including oral and anal sex) in particular. The penalties available for offenses such as these range from 30 days to life imprisonment.

In this publication, where a state currently criminalizes consensual sex between adults in private, a citation for the offense is provided along with an indication as to whether it applies to both opposite and same-sex conduct or only same-sex conduct. There are currently 5 states (AR, KS, MO, OK and TX) which have laws which specifically criminalize only same-sex consensual sexual activity. The remaining 13 states which criminalize consensual sexual activity do so for certain acts – such as oral or anal intercourse – regardless of the sex of the parties.

Where a state’s law prohibiting sodomy or other consensual sexual activity in private and between adults has been repealed by the legislature we will indicate the year in which the law was repealed. Where the law was invalidated by judicial decision we will provide a full case citation.

4. Anti-Marriage Legislation & Constitutional Amendments

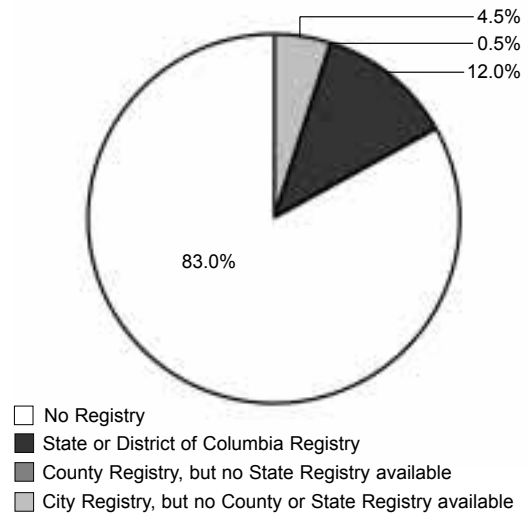
At the time of publication of this report there were 30 states with laws that specifically prevented the recognition and/or performance of same-sex marriages. Two of these—the states of Alaska and Hawaii—have gone so far as to amend their constitutions: Alaska to define marriage as exclusively opposite-sex, and Hawaii to permit but not require the state legislature to limit marriage to people of the opposite-sex. Laws of this type accomplish their discriminatory goals in two ways:

1. Preventing the solemnization (i.e. performance) of same-sex marriages within the state. A state may:
 - “define marriage as opposite sex” thus making that institution exclusively available to opposite-sex couples; and/or it may,

- “prohibit performance” of same-sex marriages, which is a prohibition directed at officials who solemnize marriages; and/or a state may simply
 - “prohibit same-sex marriages”
2. Preventing the recognition of same-sex marriages even though they were performed legally in another state or country. A state may,
 - “declare void”, “invalid” and/or “against public policy” same-sex marriages within the state; and/or it may,
 - “prohibit recognition” of same-sex marriages by the local state and other officials.

In this publication we have provided a citation for these types of laws and a brief description (using the short hand quoted immediately above) of the mechanism(s) by which the recognition and/or performance of same-sex marriages has/have been prevented.

People Who Live in a State, County, or City which has a Domestic Partner Registry as a Percentage of Total US Population



5. Domestic Partnership Registries and Employment Benefits

This category generally refers to laws that promote recognition of the social value and economic well-being of domestic partnerships. Although "domestic partner(ship)" is defined in municipal and state law in many different ways, based upon several variables, it can be generally described as an ongoing relationship between two adults who are the same or opposite sex:

1. unmarried
2. sharing a residence,
3. over the age of 18,
4. emotionally interdependent, and
5. intend to reside together indefinitely.

Beyond this basic framework—which itself is not universal—cities, counties & states usually define "domestic partner(ship)" to specifically exclude two adults who are related by blood such that they would not be able to marry.

A common variable in the definition of "domestic partner(ship)" is whether it is available to:

- "Opposite & same-sex" couples; or,
- "Same-sex only." Generally, the policy objective behind the limitation of "domestic partner(ship)" to same-sex couples is that opposite-sex couples have the option to get married, and by so doing get the same or a greater level of benefits as that available to domestic partners.

There are three main types of laws dealing with "domestic partner(ship)s":

Domestic Partnership Registry: This type of law generally authorizes a City/County Clerk or the Secretary of State to operate and keep a public record of domestic partnerships. Registering a domestic partnership normally involves making a declaration of the existence of a domestic partnership and a commitment to inform the Clerk should that relationship come to an end. Generally, only those people who either live or work in a city/county/state may join its registry; where this is not the case that fact is specifically noted.⁹

Some registries create certain rights that are attached to being in a publicly recognized and recorded domestic partnership. Commonly, domestic registry laws will:

- "Facilitate visits to...": municipal laws often specify that domestic partners must be given the same right as spouses to visit a partner in a jail and/or medical facility, or to have access to the school or records of a partner's child. Otherwise there may be
- "No Rights Specified": registries may not specify or create rights themselves other than the right to register the relationship. One of the values of these registries is that they create a public record of the existence of a domestic partnership which may be referred to by employers who extend employment benefits to the domestic partners of their employees.

Domestic Partnership Benefits: This type of law or policy is one that extends or authorizes the extension of employment related benefits to city/county/state employees who have domestic partners. Occasionally there is no law, per se, which authorizes the extension of benefits; benefits are sometimes simply extended by a policy which has not been formally ratified by a law-making body and/or have been extended incrementally through different labor agreements.

Employment benefits can be broken down into two categories, often referred to as "soft" and "hard":

- "Soft Benefits" are lower cost, non-health benefits that may include, among other benefits: bereavement and sick leave, parental leave, adoption assistance, relocation benefits & participation in employee assistance programs.
- "Hard Benefits" are generally insurance benefits that may include: medical benefits, dental and vision care, dependent life insurance, long-term care & day-care.

Equal Benefits Ordinance: Only the cities of San Francisco, Sacramento, Davis and Seattle and the County of Broward have municipal laws of this type.¹⁰ These laws either require or encourage private employers to extend employment benefits to employees with domestic partners.

- Davis, CA requires all employers operating in the city to offer "family care leave" and "bereavement leave" to employees with domestic partners if it is offered to employees with spouses to whom they are married.

- Sacramento, CA requires private employers who operate within Sacramento to provide "unpaid related person leave" (such as "family care leave" or "bereavement leave") to employees with domestic partners if it does so for employees with spouses to whom they are married.
- San Francisco, CA requires those private employers with which it contracts to extend both hard & soft benefits to employees with domestic partners at the same level as it does for employees with spouses to whom they are married.
- Seattle, WA requires those private employers holding contracts with the city which have an estimated value of \$33,000 or more to extend both hard and soft benefits to employees with domestic partners at the same level as it does for employees with spouses to whom they are married. However, to the extent that the cost of providing employment benefits to the domestic partners of employees exceeds the cost of providing those same benefits to the spouses of employees (or vice versa) the employee is required to make up the difference.
- Broward County, FL offers a bidding preference in the amount of 1% to those private employers that offer employment benefits to employees with domestic partners at the same level as it does to employees with spouses to whom they are married.

Because of the rarity of this type of law a separate field has not been created. Information regarding these types of laws can be found in either or both of the "Notes" sections of the records for these cities.

For a more detailed discussion of domestic partnership arrangements and suggestions for advocating for their recognition, refer to Sally Kohn, *The Domestic Partnership Organizing Manual For Employee Benefits* published by the NGLTF Policy Institute. The publication is available at www.nglftf.org/pubs/dp_pub.html or by calling (202) 332-6483.

ENDNOTES

1. Urvashi Vaid, "Introduction" in *The Domestic Partnership Organizing Manual (For Employee Benefits)*, NGLTF Policy Institute: New York, 1999. (Footnotes omitted.) Also see, San Francisco Human Rights Commission, *Two Year Report on the San Francisco Equal Benefits Ordinance*, August 12, 1999.
2. *Ibid.*
3. California, Delaware, Hawaii, Massachusetts, New York, Oregon & Vermont. Note that often the benefits are only extended to a limited sector of state employees. See for example Massachusetts.
4. *Anti-Lesbian, Gay, Bisexual and Transgender Violence in 1998: A Report of the National Coalition of Anti-Violence Programs*, Fifth Edition, April 6, 1999.
5. Also see the category of "Public Accommodations."
6. *Ibid.*
7. Also see the category of "Housing."
8. See for example the cities of Wilmington, DE; Wichita, KS; and Atlanta, GA.
9. Some cities/counties have a type of record which is usually kept by its personnel department, is only open to city/county employees, and is used to determine which of its employees should get domestic partnership benefits. Since this type of record is not available to the public, where it occurs it is not included as a true "registry."
10. On November 17, 1999 the Los Angeles City Council passed an ordinance which will require employers holding city contracts worth more than \$5000 to extend employment benefits to employees with domestic partners at the same level as it does for employees with spouses to whom they are married.

Research

METHODOLOGY

The information contained in this publication was acquired over a period of months by several staff members and research fellows. Unfortunately, we were unable to obtain and review a copy of every single law or policy which pertains to a topic reported upon in this publication. Therefore, in some instances we have relied upon secondary sources. The reader is therefore again reminded that the information contained in this report does not constitute, nor should it be used in place of, legal advice.

The research process can be broken down into two stages:

Stage One: Identification of Laws

1. There are numerous publications and internet sites which report on laws affecting GLBT rights, including: Jane Goldschmidt, *GLBT Civil Rights Laws in the United States*, NGLTF Policy Institute: New York, 1998; Sally Kohn, *The Domestic Partnership Organizing Manual*, NGLTF Policy Institute: New York, 1999; *All Politics is Local*, National Gay and Lesbian Task Force: D.C., 1997; *The State of the Workplace for Lesbian, Gay, Bisexual and Transgendered Americans*, Human Rights Campaign Foundation: D.C., 1999; and the websites of The Lambda Legal Defense & Education Fund (www.lambdalegal.org/), the American Civil Liberties Union (www.aclu.org/) and the National Gay and Lesbian Task Force itself (www.nglftf.org/).

These and other sources were reviewed and cross-referenced in order to identify target cities, counties and states with laws affecting GLBT rights.

Stage Two: Update, Collection and Verification of Laws

2. We updated the information reported in secondary sources by making reference to recent news articles, e-mail reports from activists, and *Capital Gains and Losses*, an annual publication of NGLTF which tracks and reports on the progress of national and state legislation of particular concern to GLBT people during that year.
3. We obtained, reviewed and analyzed all state anti-marriage legislation & constitutional amendments, hate crimes laws, laws which criminalize private consensual sexual activity and laws which prohibit discrimination on the basis of sexual orientation (except for New York & New Mexico).

4. City, Town and County Clerks & Attorneys across the country were contacted and asked to send copies of documents, including either or both of the following:
 - a. those sections of the City/County Code which discuss GLBT rights; and/or,
 - b. the "Amending Ordinance" which introduced the right(s) (see "Glossary of Legal Terms & Process").

When we were able to obtain a copy of these laws, they were each reviewed using a standardized method of interpretation. In this way, we hoped to create the most accurate and detailed report on this topic.

5. Once all of the information had been collected and recorded, draft versions of this publication were reviewed, corrected and refined by NGLTF legislative lawyers and members of the NGLTF Field Department.

Glossary

ABBREVIATIONS AND LEGAL TERMS, PROCESS & CITATIONS

Amd. Abbreviation of "Amending" or "Amended on." Also see "Amd. Ord." & "Ord."

Amd. Ord. Abbreviation for "Amending or Enacting Ordinance." Also see "Ord." An ordinance of this type describes the history of a chapter, part and/or section in a City/County Code. It may either amend a currently existing part of the City Code (for example, to add "sexual orientation" as a protected class) or it may create a new part of the City/County Code. When an amending or enacting ordinance is given in this publication it describes either:

- (a) When and how "sexual orientation", "gender identity" and/or "HIV/AIDS Status" became a protected class under a local human rights law; or,
- (b) When and how a domestic partnership benefits/registry scheme was established or authorized.

Amd. Stat. or Amd. Act. Abbreviation for "Amended by" or "Enacted by." A statute of this type describes the history of a Section within a state code. It may either amend a currently existing section of a state code (for example, to add "sexual orientation" as a protected class) or it may introduce a new section. When an amending or enacting statute is given in this publication it describes when and how "sexual orientation" and/or "gender identity" became a protected class under a state human rights law.

Art. Abbreviation for "Article." Like a section or chapter, this refers to part of a City or County Code.

Ch. Abbreviation for "Chapter." Refers to a large part of a City, County, or State Code which is often made up of smaller sections. A chapter will very often have one or more themes and will contain a number of sections which fall under that theme. For example, a theme might be "human rights" or "anti-discrimination laws."

City/County Code A City/County Code is a book or binder in which all local laws passed by the local government are collected. It is regularly updated to reflect any changes made to local laws, by for example, an amending ordinance. It is often arranged into various parts often called chapters, articles & sections.

Eff. Abbreviation for "Effective Date."

Ord. Abbreviation of "Ordinance." An Ordinance is a type of municipal or local law. You might think of it as analogous to an act of a state legislature. An ordinance is

approved, adopted or enacted by a City/Town Council or a County Board of Supervisors. After it is approved an ordinance may require a change to a City/County Code (see "amending ordinance") or it may simply become part of the body or collections of city laws as an ordinance.

Res. Abbreviation for "Resolution." A resolution has the same meaning as an ordinance.

Sec. Abbreviation for "Section." Refers to a specific section within a City, County, or State Code. Sections are often collected together under a single chapter with a theme to which they are related. If sections are arranged under a chapter, their numbers will often incorporate that chapter's number e.g. Sec. 32-8 would mean that the section is the 8th numbered item in Chapter 32.

Sexual Orientation Although now in common usage, many of the older human rights ordinances speak of "sexual preference" or use other descriptions with an analogous meaning. In this report these various descriptions or labels are all captured under the category of "sexual orientation."

S.I.L. Abbreviation for "Signed into Law."

Sample

RECORDS

Minnesota

Population: 4,610,000

	General Citation/Information about Civil Rights Laws which include sexual orientation as a protected class.	General citation for Civil Rights Laws	When and how sexual orientation became a protected class
Civil Rights Law(s): Actual law(s) reviewed. Minnesota Statutes Annotated. See generally, Ch. 363 ("Department of Human Rights"), Sec. 363.03 (Unfair discriminatory practices"). (Amd. Stat. 1993, Laws 1993, c. 22.) Gender Identity Included: (Amd. Stat. 1993, Laws 1993, c. 22.)			Specific note if gender identity is also a protected class including when and how it became a protected class.
Public Employment: Government employer expressly covered. Subdivision 1 ("Employment"). Private Employment: Subdivision 1 ("Employment"). Union Practices: Subdivision 1 ("Employment"). Public Accommodation: Subdivision 3 ("Public accommodations"). Education: Subdivision 5 ("Educational institution"). Credit: Subdivision 8 ("Credit; discrimination"). Housing: Subdivision 2 ("Real property").			Specific areas in which sexual orientation and/or gender identity discrimination prohibited: limitations in protection and citations for specific provisions
Criminalization of Private & Consensual Sex: Sodomy, Minn. Stat. Ann. Sec. 609.293. Opposite & same-sex.		Name of Offense, Citation for Offense. Information about whether it covers opposite and same-sex or only same-sex sexual conduct. Alternatively, this field will contain information about the Repeal or Invalidation of Criminalization of Consensual Sex Law(s).	
Anti-Marriage Legislation: Minn. Stat. Sec. 517.01, 517.03, 517.08(1a) & 517.20: defines as opposite-sex, and prohibits and voids same-sex marriages.		Citation for laws: summary description of what these laws do.	
Hate Crime(s): Gender Identity is included. Minn. Stat. Sec. 609.2231: Actual/Perceived. Separate crime/penalty established. Data collection.	Specific note if gender identity is also identified as a basis for hate crime	Citation for law(s): summary description of affect of law(s). Alternatively, this field will contain information about states which do not have hate crimes laws or have hate crimes laws which do not refer to sexual orientation or gender identity.	

Arizona

Population: 4,218,000

Criminalization of Private & Consensual Sex: Crime Against Nature, Ariz. Rev. Stat. Ann. Sec. 13-1411 & Lewd and Lascivious Acts, Sec. 13-1412. Opposite & same-sex.

Anti-Marriage Legislation: Ariz. Rev. Stat. Ann. Sec. 25-101 & 25-112: prohibits and voids same-sex marriages.

Hate Crime(s): Ariz. Rev. Stat. Ann. Sec. 13-702: Actual/Perceived. Aggravating factor in sentencing. Data collection.

State Record

Population: 415,079

Tucson

Civil Rights Law(s): Actual law(s) reviewed. Tucson Code. See generally, Ch. 17 ("Human Relations"), Art. III ("Civil Rights") & Ch. 17, Art. VII ("Fair Housing") & Ch. 10 ("Civil Service-Human Resources"), Art. I. (Amd. Ord. No. 9199, 2/1/99.) Gender Identity Included: (Amd. Ord. No. 9199, 2/1/99.)

Private Employment: Sec. 17-12 (b), (d) & (e) ("Prohibited acts").

Union Practices: Sec. 17-12 (c) & (e) ("Prohibited acts").

Public Accommodation: Sec. 17-12 (a) ("Prohibited acts").

Education: Sec. 17-12 (a) ("Prohibited acts").

Credit: In regard only to the financing of real estate transactions: Sec. 17-52 (f) ("Discrimination in sale or rental housing").

Housing: Sec. 17-52 ("Discrimination in sale or rental housing").

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Medical and dental coverage. See generally, City Wide Policy No. SS/April28-97-212.

City Record

Limitation of protection

Citation for law or policy establishing Domestic Partnership Employment Benefits.

Available only to same-sex couples. Type of benefits. List of specific benefits available.

Records

STATE, COUNTY AND CITY

Alabama

Population: 4,253,000

Criminalization of Private & Consensual Sex: Sexual Misconduct, Ala. Code Sec. 13A-6-65. Opposite & same-sex (married people exempt).

Anti-Marriage Legislation: 1998 Ala. Act 1998-500 ("Alabama Marriage Protection Act"): defines as opposite-sex, prohibits performance of and voids same-sex marriages.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Alaska

Population: 604,000

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1980.

Anti-Marriage Legislation: Alaska Stat. Sec. 25.05.011 & 25.05.013; defines as opposite-sex and voids same-sex marriages.

Anti-Marriage Constitutional Amendment: Alaska State Constitution Art. 1, Sec. 25; defines as opposite-sex.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Arizona

Population: 4,218,000

Criminalization of Private & Consensual Sex: Crime Against Nature, Ariz. Rev. Stat. Ann. Sec. 13-1411 & Lewd and Lascivious Acts, Sec. 13-1412. Opposite & same-sex.

Anti-Marriage Legislation: Ariz. Rev. Stat. Ann. Sec. 25-101 & 25-112; prohibits and voids same-sex marriages.

Hate Crime(s): Ariz. Rev. Stat. Ann. Sec. 13-702: Actual/Perceived. Aggravating factor in sentencing. Data collection.

Population: 1,012,230

Phoenix

Civil Rights Law(s): Actual law(s) reviewed. Charter and Code of Phoenix. See generally, Ch. 18 ("Human Relations"), Art. I. (Amd. Ord. No. G-3558, 7/8/92.)

Private Employment: In regard only to private employers who have contracts with the City: Sec. 18-4 ("Employers doing business with the city").

Public Accommodation: In regard only to services provided by the City: Sec. 18-10.02 ("City services").

Population: 1,084,511

Pima County

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Medical & dental benefits. Board of Supervisors decision.

Population: 158,229

Tempe

Domestic Partnership Employment Benefits: Extent unknown.

Population: 415,079

Tucson

Civil Rights Law(s): Actual law(s) reviewed. Tucson Code. See generally, Ch. 17 ("Human Relations"), Art. III ("Civil Rights") & Ch. 17, Art. VII ("Fair Housing") & Ch. 10 ("Civil Service-Human Resources"), Art. I. (Amd. Ord. No. 9199, 2/1/99.) Gender Identity Included: (Amd. Ord. No. 9199, 2/1/99.)

Private Employment: Sec. 17-12 (b), (d) & (e) ("Prohibited acts").

Union Practices: Sec. 17-12 (c) & (e) ("Prohibited acts").

Public Accommodation: Sec. 17-12 (a) ("Prohibited acts").

Education: Sec. 17-12 (a) ("Prohibited acts").

Credit: In regard only to the financing of real estate transactions: Sec. 17-52 (f) ("Discrimination in sale or rental housing").

Housing: Sec. 17-52 ("Discrimination in sale or rental housing").

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Medical and dental coverage. See generally, City Wide Policy No. SS/April28-97-212.

Arkansas

Population: 2,484,000

Criminalization of Private & Consensual Sex: Sodomy, Ark. Code Ann. Sec. 5-14-122. Same-sex only.

Anti-Marriage Legislation: Ark. Code Ann. Sec. 9-11-109 & 9-11-208: defines as opposite-sex, prohibits and declares void same-sex marriage.

Hate Crime(s): Does not have any criminal provisions covering Hate Crimes laws but does have a Civil Cause of Action that does not include Sexual Orientation.

California

Population: 31,589,000

Civil Rights Law(s): Actual law(s) reviewed. California Government Code. See generally, Title 2, Div. 3, Part 2.8 ("Department of Fair Employment & Housing") (Amd. Stat. 1999, 1999 Cal. Stat. Ch.592 - see note below for further history.) Also see, California Education Code, Title 1, Div. 1, Part 1, Ch. 2 ("Education Equity") (Amd. Stat. 1999, 1999 Cal. Stat. Ch. 587). Gender Identity Included: In regard only to discrimination in education. (Amd. Stat. 1999, 1999 Cal. Stat. Ch. 587.)

Public Employment: Government employer expressly covered. Cal. Gov. Code Sec. 12940. Also see, Executive Order of Governor Jerry Brown, 1979.

Private Employment: Cal. Gov. Code Sec. 12940.

Union Practices: Cal. Gov. Code Sec. 12940.

Education: Cal. Educ. Code Sec. 220 & Sec. 66270.

Housing: Cal. Gov. Code Sec. 12955

Repeal or Invalidity of Criminalization of Private & Consensual Sex: Repealed in 1976.

Hate Crime(s): Gender Identity is included. Cal. Pen. Code Sec. 422.6: Actual/Perceived. Aggravating factor in sentencing, mandatory sentence enhancement & separate crime/penalty established. Data collection.

Domestic Partnership Employment Benefits: Same-sex (& opposite-sex over age 62 & who meet other Social Security Act eligibility criteria). Hard Benefits. Health. See generally, Calif. Gov. Code Title 2, Div. 5, Part 5, Ch. 1, Art. 9 ("Domestic Partners"). (Amd. Stat. 1999, 1999 Cal. Stat. Ch. 588.)

Domestic Partnership Registry: Same-sex (& opposite-sex over age 62 & who meet other Social Security Act eligibility criteria). Facilitates visits to hospitals. See generally, Calif. Family Code, Div. 2.5 ("Dom. Partner. Regis.") & Calif. Health and Safety Code, Sec. 1261. (Amd. Stat. 1999, 1999 Cal. Stat. Ch. 588.)

Notes: Protection from discrimination in employment originally included in the California Labor Code in what was then Sec. 1102.1 (Amd. Stat. 1992, c. 915) which itself codified the already existing law and practice of the Cal. Labor Commission. See for example *Gay Law Students v. Pacific Telephone and Telegraph*, 24 Cal.3d 458 (1979).

Population: 78,500

Alameda

Civil Rights Law(s): Only secondary sources used. See Municipal Policy Prohibiting Harassment and Discrimination. (Amd. 1978.)

Public Employment: See general Civil Rights citation above.

Credit: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Population: 1,345,900

Alameda County

Civil Rights Law(s): Only secondary sources used. (Amd. 1990)

Public Employment: No citation available.

Domestic Partnership Employment Benefits: Opposite & same-sex. Soft benefits. Bereavement leave.

Population: 101,724

Berkeley

Civil Rights Law(s): Actual law(s) reviewed. Berkeley Municipal Code. See generally, Ch. 13.28 ("Discrimination on the Basis of Sexual Orientation"). See also, Ch. 13.30 ("Discrimination on the Basis of...(AIDS) and Related Conditions"). (Amd. Ord. No. 5106-NS, 11/ 9/78.)

Public Employment: Government employer expressly covered. Sec. 13.28.030 ("Employment"). Also see, Sec. 13.30.040 ("Employment").

Private Employment: Sec. 13.28.030 ("Employment"). Also see, Sec. 13.30.040 ("Employment").

Union Practices: Sec. 13.28.030 (4) ("Labor Organizations"). Also see, Sec. 13.30.040 A (3) ("Unlawful Employment Practices").

Public Accommodation: Sec. 13.28.050 ("Business establishments"). Also see, Sec. 13.30.060 ("Business establishments").

Education: Sec. 13.28.070 ("Educational institutions"). Also see, Sec. 13.30.080 ("Educational institutions").

Credit: In regard only to the financing of real estate transactions: Sec. 13.28.040 (2) ("Credit and Insurance") & Sec. 13.28.050 A (3) ("Unlawful Housing Practices").

Housing: Sec. 13.28.040 ("Housing and other real estate transactions"). Also see, Sec. 13.30.050 ("Housing").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Health, dental, bereavement & sick leave. Policy adopted by City Council, 12/4/84.

Domestic Partnership Registry: Opposite & same-sex. No rights specified. Policy adopted by City Council, 6/91.

Records: AZ - CA

27

Population: 3,300

Brisbane

Civil Rights Law(s): Actual law(s) reviewed. Brisbane Municipal Code. See generally, Ch. 2.12 ("Personnel System"). (Amd. Ord. 277, 1981.)

Public Employment: Government employer expressly covered. Sec. 2.12.130 ("Fair Employment").

Population: 33,570

Cathedral City

Civil Rights Law(s): Only secondary sources used. Cathedral City Code. See generally, Ch. 11.88. (Amd. Ord. No. 181, 7/1/87.)

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Union Practices: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Credit: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Population: 102,348

Costa Mesa

Civil Rights Law(s): Only secondary sources used. Costa Mesa Municipal Code. (Amd. Ord. 98-25, 12/7/98.)

Public Employment: ("Appendix to Purchasing"), Ch. VI., Sec. 2-228 ("Discrimination").

Population: 41,723

Cupertino

Civil Rights Law(s): Only secondary sources used. No citation available.

Public Employment: No citation available.

Population: 93,358

Daly City

Civil Rights Law(s): Actual law(s) reviewed. See generally, Rules and Regulations of the Classified Service, City of Daly City. (Adopted "Memoranda of Understandings" with several unions adopted by City Council during 1998/99.)

Public Employment: Government employer expressly covered. Rule VI ("Affirmative Action").

Domestic Partnership Employment Benefits: Opposite & same-sex. Soft benefits. Family, medical & bereavement leave. See generally, Rule I, Sec. I-I ("Definition" of "Immediate Family") - Memoranda of Understandings with several unions adopted by City Council.

Population: 47,191

Davis

Civil Rights Law(s): Actual law(s) reviewed. Davis Municipal Code. See generally, Ch. 7A ("Civil Rights"). (Amd. Ord. No. 1359, 2/26/86.) Note equivalent "Domestic Partnership Benefits" requirement below.

Private Employment: Art. II ("Employment"), Sec. 7A-4 (a) & (c) ("Prohibited Employment Practices"). Also see, "Domestic Partnership Benefits" below.

Union Practices: Art. II ("Employment"), Sec. 7A-4 (b) & (c) ("Prohibited Employment Practices").

Public Accommodation: Art. III ("Business Establishments"), Sec. 7A-7 ("Business Discrimination - Business Establishments").

Credit: Art. III ("Business Establishments"), Sec. 7A-7 (b) ("Busin. Discrimination - Business Establishments").

Housing: Art. IV ("Real Estate Transactions"), Sec. 7A-8 ("Prohibited Real Estate Practices").

Domestic Partnership Employment Benefits: Opposite & same-sex. Soft benefits. Ch. 7A, Art. V ("Domestic Partnerships"), Sec. 7A- 11.70 requires all employers within City limits (including the City) to give equivalent "family care" and "bereavement" leave to domestic partners if they are given to married people. (Amd. Ord. No. 1746, 5/4/94.)

Domestic Partnership Registry: Opposite & same-sex. Facilitates visits to medical care facilities and recognition as a family in real estate agreements. See generally, Ch. 7A, Art. V ("Domestic Partnerships"). (Amd. Ord. No. 1746, 5/4/94.) Also see, "Domestic Partnership Benefits" above.

Population: 115,189

Hayward

Civil Rights Law(s): Actual law(s) reviewed. See generally, An Ordinance Prohibiting Discrimination Based on Race...Sexual Orientation [etc.]. (Amd. Ord. No. 94-05, 2/11/94.)
Public Accommodation: Sec. 3 ("Business Establishments and Public Accommodations").
Education: Sec. 4 ("Educational Institutions").
Credit: Sec. 5 ("Credit").

Domestic Partnership Employment Benefits: Opposite & same-sex. Soft benefits. Bereavement leave. City of Hayward Admin. Rule No. 2.61.

Population: 23,170

Laguna Beach

Civil Rights Law(s): Actual law(s) reviewed. Laguna Beach Municipal Code. See generally, Ch. 1.07 ("Discrimination on the Basis of Sexual Orientation"). (Amd. Ord. No. 1061, 5/1/84.) Also see, Ch. 1.10 ("Discrimination on the Basis of AIDS or AIDS-Related Symptoms"). (Amd. Ord. No. 1152, 5/17/88)
Public Employment: Government employer expressly covered. Sec. 1.07.020 ("Employment"). Also see, Sec. 1.10.090 ("Employment").
Private Employment: Sec. 1.07.020 ("Employment"). Also see, Sec. 1.10.090 ("Employment").
Union Practices: Sec. 1.07.020 (4) ("Labor Organization"). Also see, Sec. 1.10.090 (3) ("Employment").
Public Accommodation: Sec. 1.07.040 ("Business establishments and practices"). Also see, Sec. 1.10.040 ("Business establishments").
Education: Sec. 1.07.060 ("Educational institutions"). Also see, Sec. 1.10.080 ("Educational institutions").
Credit: In regard only to the financing of real estate transactions: Sec. 1.07.030 (2) ("Credit and Insurance"). Also see, in regard only to the financing of real estate transactions: Sec. 1.10.040 (3) ("Housing accommodations and housing services").
Housing: Sec. 1.07.030 ("Housing and other real estate transactions"). Also see, Sec. 1.10.040 ("Housing accommodations and housing services").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Medical & dental benefits.

Domestic Partnership Registry: Opposite & same-sex. Facilitates visits to jails & hospitals. See generally, Ch. 1.12 ("Domestic Partnerships"). (Amd. Ord. No. 1230, 4/24/92.)

Population: 438,771

Long Beach

Civil Rights Law(s): Actual law(s) reviewed. Long Beach Municipal Code. See generally, Ch. 5.09 ("Employment Discrimination"). (Amd. Ord. No. C-6408, 7/28/87.) See also, Ch. 8.94 ("AIDS Discrimination"). (Amd. Ord. No. C-6635, 8/29/89.) See also, A Resolution... Pertaining to Non-Discrimination...Public/Private Employment in the City of Long Beach.(Res. No. C-24380, 6/9/87.)
Public Employment: Government employer expressly covered. A Resolution...Pertaining to Non-Discrimination in Public and Private Employment in the City of Long Beach.
Private Employment: Sec. 5.09.020 ("Discrimination prohibited"). See also, Sec. 8.94.020 ("Employment practices"). See also, A Resolution...Public and Private Employment....
Union Practices: Sec. 8.94.020 ("Employment practices").
Public Accommodation: Sec. 8.94.040 ("Business Establishments"). Also see, In regard only to services provided by the City: Sec. 8.94.050 ("City facilities and services").
Housing: Sec. 8.94.030 ("Housing and other real estate transactions").

Domestic Partnership Registry: Opposite & same-sex. Facilitates visits to health care facilities and jails. See generally, Ch. 8.95 ("Domestic Partnership Registration"). (Amd. Ord. No. C-7460, 4/1/97.)

Population: 3,489,779

Los Angeles

Civil Rights Law(s): Actual law(s) reviewed. Los Angeles Municipal Code. See generally, Ch. IV, Art. 12 ("Discrimination on the Basis of Sexual Orientation"). (Amd. Ord. No. 152,458, Eff. 7/8/79.) Also see, Ch. IV ("Public Welfare"), Art. 5.8 ("Prohibition Against Discrimination Based on...AIDS..."). (Amd. Ord. No. 160,289, Eff. 8/19/85.) Please see Introduction endnote 10 (p.18) regarding a recently passed equal benefits ordinance.

Public Employment: Any employer or all employers covered. Art. 12, Sec. 49.72 ("Employment"). Also see, Art. 5.8, Sec. 45.82 ("Employment").

Private Employment: Art. 12, Sec. 49.72 ("Employment"). Also see, Art. 5.8, Sec. 45.82 ("Employment").

Union Practices: Art. 12, Sec. 49.72 (4) ("Labor Organizations"). Also see, Art. 5.8, Sec. 45.82 ("Employment").

Public Accommodation: Art. 12, Sec. 49.74 ("Business Establishments"). Also see, Art. 5.8, Sec. 45.84 ("Business Establishments").

Education: Art. 12, Sec. 49.75 ("Educational Institutions"). Also see, Art. 5.8, Sec. 45.86 ("Educational Institutions").

Credit: Art. 12, Sec. 49.74 (a) (2) ("Credit").

Housing: Art. 12, Sec. 49.73 ("Housing and Other Real Estate Transactions"). Also see, Art. 5.8, Sec. 45.83 ("Rental Housing").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Sick & bereavement (Amd. Ord. No. 168238, 9/8/92.) Dental & health (Amd. Ord. No. 169373, 2/18/94.) See generally L.A. Admin. Code Div. 4, Ch. 2, Art. 10, Sec. 4.127 & Sec. 4.127.1.

Population: 10,201,168

Los Angeles County

Civil Rights Law(s): Actual law(s) reviewed. Los Angeles County Code. See generally, Ch. 2.78 which creates the "Commission on Human Relations" to eradicate discrimination based on, inter alia, sexual orientation - coverage unspecified. Ch. 13.70 ("Prohibited Discriminatory Practices") and Ch. 2.150 ("Persons with AIDS or AIDS Related Conditions") (Amd. Ord. 89-0015, 1989) cover discrimination on the basis of or related to AIDS.

Private Employment: In regard only to AIDS: Sec. 13.70.030 ("Employment practices").

Union Practices: In regard only to AIDS: Sec. 13.70.030 (D) ("Employment practices").

Public Accommodation: Sec. 13.70.050 ("Business establishments").

Education: Sec. 13.70.060 ("Educational institutions").

Housing: Sec. 13.70.040 ("Housing and other real estate transactions").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Dental (1995) & medical (January 1, 1996) benefits. See Minutes of The Board of Supervisors, 12/19/95.

Domestic Partnership Registry: Opposite & same-sex. See generally, Title 2 ("Administration"), Ch. 2.210 ("Domestic Partnership Registry"). (Amd. Ord. No. 99-0021, 4/6/99.)

Population: 303,241

Marin County

Civil Rights Law(s): Only secondary sources used. Marin County Code.

Public Employment: Ch. 2.42.020.

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Bereavement & sick leave. Medical & pension benefits. (Amd. Ord. No. 3140.)

Domestic Partnership Registry: Opposite & same-sex. Facilitates hospital visitation.

Population: 66,941

Mountain View

Civil Rights Law(s): Only secondary sources used. Res. No. 10435, 3/31/75.

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Union Practices: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Credit: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Population: 373,219

Oakland

Civil Rights Law(s): Only secondary sources used. Oakland Municipal Code. See generally, Ch. 3. (Amd. Ord. No. 10427, 1/10/84.)

Public Employment: Any employer or all employers covered. Sec. 2 (a) (1) ("Employment).

Private Employment: Sec. 2 (a) (1) ("Employment).

Union Practices: Sec. 2 (a) (1) ("Employment).

Public Accommodation: Sec. 2 (a) (3) ("Business Establishments") & (4) ("City Services and Facilities") & (5) ("City Supported Services and Facilities").

Credit: In regard only to the financing of real estate transactions: Sec. 2 (a) (2) ("Real Estate").

Housing: Sec. 2 (a) (2) ("Real Estate").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Family sick leave, dental & vision. Medical (extended on 10/29/96 to same-sex & on 4/21/98 to opposite-sex.) See Admin. Instruction 559, Res. 74174, 73024, 72751 & 72752.

Domestic Partnership Registry: Opposite & same-sex. Facilitates hospital & jail visitation. Exemption from Real Estate Transfer Tax under certain conditions.

Population: 38,637

Pacifica

Civil Rights Law(s): Actual law(s) reviewed. See generally, City Administrative Policy, 1/13/92.

Public Employment: Government employer expressly covered. No. 33. Also prohibits "harassment" in the workplace.

Population: 60,000

Palo Alto

Civil Rights Law(s): Only secondary sources used. See City Employment Policy and Procedure.

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Extended by Memoranda of Agreements with various unions.

Domestic Partnership Registry: Opposite & same-sex. No rights specified.

Population: 134,587

Pasadena

Civil Rights Law(s): Only secondary sources used. See generally, City Manual of Personnel Rules, Practices & Procedures, 8/15/92.

Public Employment: Sec. 505.

Population: 50,000

Petaluma

Domestic Partnership Employment Benefits: Hard benefits.

Population: 238,601

Riverside

Civil Rights Law(s): Only secondary sources used. (Amd. 1997.)

Public Employment: No citation available.

Population: 382,816

Sacramento

Civil Rights Law(s): Actual law(s) reviewed. Sacramento City Code. See generally, Ch. 14.01 ("Discrimination - Sexual Orientation"). (Amd. Ord. No. 86-042, 4/1/86.) Also note, private employers & City contractors required in certain circum. to provide equivalent "unpaid related person leave" to dom. part.: Ch. 82 ("Domestic Partners"), Sec.82.07. (Amd. Ord. No. 92-062, 11/5/92.)

Public Employment: Any employer or all employers covered. Sec. 14.01.101 ("Employment").

Records: CA

31

Private Employment: Sec. 14.01.101 ("Employment"). Also see above regarding domestic partnership benefits.

Union Practices: Sec. 14.01.101 (3) ("Employment").

Public Accommodation: Sec. 14.01.102 ("Business Establishments").

Education: Sec. 14.01.105 ("Educational Institutions").

Credit: Sec. 14.01.102 (2) ("Business Establishments").

Housing: Sec. 14.01.103 ("Real Estate Transactions").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Family Care Leave extended by "Personnel Policy Instruction" (Eff. 11/14/92.) By 7/95, all employees had access to medical health insurance benefits. Also see above.

Domestic Partnership Registry: Opposite & same-sex. Facilitates hospital visits and housing protection as family members. See generally, Ch. 82. (Amd. Ord. No. 92-062, 11/5/92.)

Population: 1,200,000

San Diego

Civil Rights Law(s): Only secondary sources used. San Diego Municipal Code. See generally, Ch. 5 ("Public Safety, Morals and Welfare"), Div. 96 ("Discrimination Based on Sexual Orientation"). (Amd. Ord. No. 0-17453 N.S., 4/16/90.)

Public Employment: No citation available. (Amd. 1972.)

Private Employment: Sec. 52.9603 ("Employment").

Union Practices: Sec. 52.9603 (A) (4) ("Employment - Labor Organizations").

Public Accommodation: Sec. 52.9605 ("Business Establishments"). Also see, in regard only to services provided by the City: Sec. 52.9606 ("City Facilities and Services").

Education: Sec. 52.9607 ("Educational Institutions").

Credit: Sec. 52.9605 (A) (2) ("Business Establishments - Credit").

Housing: Sec. 52.9604 ("Housing and Other Real Estate Transactions").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Health must be purchased but at reduced "domestic partnership" rate.

Population: 728,921

San Francisco

Civil Rights Law(s): Actual law(s) reviewed. San Francisco Police Code. (Amd. 1978.) Also see, Administrative Code, Chs. 12B & 12C ("Equal Benefits Ordinance") which requires City Contractors to provide their employees with domestic partner benefits equal to those accorded spouses. (Amd. 11/4/96, Eff. 6/1/97.) Gender Identity Included: (Amd. Ord. No. 433-94, 12/6/94.)

Public Employment: Any employer or all employers covered. San Francisco Police Code Art. 33 ("Prohibiting Discrimination Based on...Sexual Orientation, Gender Identity..."), Sec. 3303 ("Employment").

Private Employment: San Francisco Police Code Art. 33 ("Prohibiting Discrimination Based on...Sexual Orientation, Gender Identity..."), Sec. 3303 ("Employment"). Also see, "Equal Benefits Ordinance."

Union Practices: San Francisco Police Code Art. 33 ("Prohibiting Discrimination Based on...Sexual Orientation, Gender Identity..."), Sec. 3303 (3) ("Employment").

Public Accommodation: San Francisco Police Code Art. 33 ("Prohibiting Discrimination Based on...Sexual Orientation, Gender Identity..."), Sec. 3305 ("Business Establishments and Public Accommodations").

Education: San Francisco Administrative Code Ch. 12A ("Human Rights Commission"), Sec. 12A.2 ("Declaration of Policy"). (Amd. 1978.) Also see, Board of Education Policy No. P5163, San Fran. Unified School Dist. Brd. of Ed., Res. No. 512-10Sp2, 1/14/96.

Credit: In regard only to the financing of real estate transactions: San Francisco Police Code Art. 33 ("Prohibiting Discrimination Based on...Sexual Orientation, Gender Identity..."), Sec. 3304 (3) ("Housing").

Housing: San Francisco Police Code Art. 33 ("Prohibiting Discrimination Based on...Sexual Orientation, Gender Identity..."), Sec. 3304 ("Housing").

Domestic Partnership Employment Benefits: Hard benefits. Health & dental. Retirement/survivorship approved 11/94. Also see below ("Equal Benefits Ordinance").

Domestic Partnership Registry: Opposite & same-sex. See generally, Proposition K, 11/6/90.

Notes: Re. "Equal Benefits Ordinance": In the 1999 Federal Court decision of Air Transport

Association v. San Francisco the City's ability to enforce the Equal Benefits Ordinance was limited in this way: when the city is acting as a "regulator" (as it is in regard to the airline industry, since it has control/monopoly over the use of airports) as opposed to an ordinary consumer of goods, it cannot require extension of nondiscriminatory hard benefits, such as health and pension benefits. The decision does not limit the City's ability to enforce equivalent soft benefits.

Population: 801,331

San Jose

Civil Rights Law(s): Only secondary sources used. See generally, Ch. 4.08 ("Nondiscrimination Requirements for Contracts"). (Amd. Ord. No. 25207, 11/21/96.) Also see, "Human Rights Commission" general mandate: Ch. 2.08 ("Board Bureaus and Com."), Sec. 2.08.3030. (Amd. Ord. No. 23383, 2/20/90.) Also see note below regarding protection from discrimination based on AIDS status.

Public Employment: Affirmative Action Guidelines, Res. No. 58076, 2/5/85.

Private Employment: In regard only to private employers who have contracts with the City: Sec. 4.08.070 ("Nondiscrimination Requirements for Contracts"). Also see, Sec. 10.48.030 ("Employment").

Notes: Note that discrimination based on AIDS in public employment, private employment, union practices, public accommodations, credit and education is prohibited pursuant to Ch. 10.48 ("Prohibition Against Discrimination on AIDS...") (Amd. Ord. No. 22878, 8/2/88.)

Population: 649,623

San Mateo County

Civil Rights Law(s): Only secondary sources used. See, Affirmative Action Plan, 12/31/92.

Public Employment: Government employer expressly covered. Sec. III-A.

Private Employment: No citation available.

Housing: No citation available.

Domestic Partnership Employment Benefits: Hard Benefits. Dental, employee assistance program & bereavement leave, 7/1/90. Medical & vision benefits, 8/92.

Population: 86,645

Santa Barbara

Civil Rights Law(s): Only secondary sources used. See Res. No. 93-134, 11/9/93.

Public Employment: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Hard benefits.

Population: 369,608

Santa Barbara County

Civil Rights Law(s): Actual law(s) reviewed. County Code of Santa Barbara. Res. No. 82-536 ("Resolution Regarding Discrimination-Free Workplace Policy to the Affirmative Action Program of the County of Santa Barbara") (Amd. 10/11/82.)

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Extent unknown. Approved by County Board of Supervisors 6/28/99.

Domestic Partnership Registry: Opposite & same-sex. See generally, Ch. 42 ("Domestic Partnership Registration"). (Amd. Ord. No. 4361, 6/8/99.)

Population: 1,750,440

Santa Clara County

Civil Rights Law(s): Actual law(s) reviewed. See generally, Santa Clara County Board of Supervisors, Policy on Sexual Harassment, 8/20/91 & Equal Opportunity Policy, 12/12/95.

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Private Employment: In regard only to private employers who have contracts with the City:

Records: CA

33

as above.

Public Accommodation: In regard only to the provision of services contracted for by the City: see general Civil Rights citation above.

Domestic Partnership Employment Benefits: Law never took effect. Repealed 2/24/98 under threat of ballot initiative.

Population: 52,853

Santa Cruz

Civil Rights Law(s): Actual law(s) reviewed. Santa Cruz Municipal Code. See generally, Ch. 9.83 ("Prohibition Against Discrimination"). (Amd. Ord. No. 92-11, 1992.) See also, Affirmative Action Program (Amd. Res. No. 15-246, 4/12/83.) Gender Identity Included: (Amd. Ord. No. 92-11, 1992.)

Public Employment: Government employer expressly covered. Sec. 9.83.030 ("Prohibited Acts of Discrimination - Employment"). Also see, Affirmative Action Program

Private Employment: Sec. 9.83.030 ("Prohibited Acts of Discrimination - Employment").

Union Practices: Sec. 9.83.030 ("Prohibited Acts of Discrimination - Employment").

Public Accommodation: Sec. 9.83.050 ("Prohibited Acts of Discrimination - Business Establishment or Public Accommodations").

Education: Sec. 9.83.060 ("Prohibited Acts of Discrimination - Educational Institutions").

Credit: Sec. 9.83.050 ("Prohibited Acts of Discrimination - Business Establishment or Public Accommodations") & Sec. 9.83.020(14) ("Definition" of "Place of public accommodation" as including "financial institutions").

Housing: Sec. 9.83.040 ("Prohibited Acts of Discrimination - Housing and Real Estate Transactions").

Domestic Partnership Employment Benefits: Hard benefits. Medical, dental & vision benefits. Family leave.

Population: 49,711

Santa Cruz County

Civil Rights Law(s): Actual law(s) reviewed. Santa Cruz County Code. See generally, Ch. 8.52 ("Prohibition Against Discrimination") (Amd. Ord. No. 4501, 4/28/98) & County Affirmative Action Policy, "Harassment" (Amd. Res. No. 791-81, 10/27/81). Also see, Ch. 8.50 ("Prohibition of AIDS and Related Discrimination in Employment..."). (Amd. Ord. No. 3973, 2/7/89) Gender Identity Included: (4/28/98.)

Public Employment: Government employer expressly covered. County Affirmative Action Policy, "Harassment" & Ch. 3.04, Sec. 3.04.040 ("Discrimination Prohibited"). (Amd. Ord. No. 4291, 2/1/94). Also see, Sec. 8.50.040 ("Employment"). Ch. 4.05 ("Limited Civil Service System"), Sec. 4.05.130 ("Discrimination Prohibited.") (Amd. Ord. No. 2847, 1/22/80.) Also see, Ch. 8.52, Sec. 8.52.030 ("Prohibited Acts of Discrimination - Employment"). (Amd. Ord. No. 4501, 4/28/98.)

Private Employment: Sec. 8.52.030 ("Prohibited Acts of Discrimination - Employment"). Also see, Sec. 8.50.040 ("Employment").

Union Practices: Sec. 8.52.030 ("Prohibited Acts of Discrimination - Employment"). Also see, Sec. 8.50.040 ("Employment"). Ch. 4.05 ("Limited Civil Service System"), Sec. 4.05.130 ("Discrimination Prohibited.") (Amd. Ord. No. 2847, 1/22/80.) Also see, Ch. 8.52, Sec. 8.52.030 ("Prohibited Acts of Discrimination - Employment"). (Amd. Ord. No. 4501, 4/28/98.)

Public Accommodation: Sec. 8.52.050 ("Prohibited Acts of Discrimination - Business Establishments or Public Accommodations"). Also see, Sec. 8.50.060 ("Unlawful Business Practices").

Education: Sec. 8.52.060 ("Prohibited Acts of Discrimination - Educational Institutions"). Also see, Sec. 8.50.070 ("Educational Institutions").

Credit: Sec. 8.52.050 ("Prohibited Acts of Discrimination - Business Establishments..."). Also see, in regard only to the financing of real estate transactions: Sec. 8.50.050 (3) ("Real Property Transactions").

Housing: Sec. 8.52.040 ("Prohibited Acts of Discrimination - Housing and Real Estate Transactions"). Also see, Sec. 8.50.050 ("Real Property Transactions").

Domestic Partnership Employment Benefits: Hard benefits. Health, dental & vision benefits. Sick & bereavement leave.

Population: 87,064

Santa Monica

Civil Rights Law(s): Actual law(s) reviewed. Santa Monica Municipal Code. See generally, Ch. 9 ("Discrimination on the Basis of Sexual Orientation"). (Amd. Ord. No. 1317 (CCS), 10/9/84.) Also see, Ch. 4.40 ("Discrimination on the Basis of Sexual Orientation or Domestic Partnership"). (Amd. Ord. No. 1812 (CCS), 9/12/95.)

Public Employment: Any employer or all employers covered. Ch. 9, Sec. 4902 ("Employment").

Private Employment: Ch. 9, Sec. 4902 ("Employment").

Union Practices: Ch. 9, Sec. 4902 (a) (4) ("Labor Organizations").

Public Accommodation: Ch. 9, Sec. 4904 ("Business Establishments").

Education: Ch. 9, Sec. 4906 ("Educational Institutions").

Credit: Ch. 9, Sec. 4904 (a) (2) ("Credit").

Housing: Ch. 9, Sec. 4903 ("Housing and Other Real Estate Transactions"). Also see, Ch. 4.40, Sec. 4.40.040 ("Housing and other real estate transactions").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Bereavement & sick leave. Medical benefits.

Domestic Partnership Registry: See generally, Ch. 4.60 ("Domestic Partnership Registry"). (Amd. Ord. No. 1821CCS, 10/17/95.) Also see "housing" above.

Population: 35,209

West Hollywood

Civil Rights Law(s): Actual law(s) reviewed. West Hollywood Municipal Code. See generally, Art. IV ("Public Peace"), Ch. II ("Prohibition on Discrimination"), Part A ("Sexual Orientation and Gender Identity"). (Amd. Ord. No. 7, November 30, 1984.) Gender Identity Included: (Amd. Ord. No. 98-520, 7/20/98.)

Private Employment: In regard only those private employers who have contracts with the City: Sec. 4204 ("Contractors and Subcontractors for City Public Works, Goods and Services").

Union Practices: In regard only those labor organizations associated with private employers who have contracts with the City: Sec. 4204 ("Contractors and Subcontractors for City Public Works, Goods and Services").

Public Accommodation: Sec. 4203 ("Public Accommodations - Prohibited Activity").

Credit: In regard only to the financing of real estate transactions: Sec. 4202 ("Housing - Prohibited Activity").

Housing: Sec. 4202 ("Housing - Prohibited Activity").

Domestic Partnership Employment Benefits: Hard benefits. Sick & bereavement leave and medical benefits.

Domestic Partnership Registry: Opposite & same-sex. Facilitates visits to jails & hospitals.

Colorado

Population: 3,747,000

Civil Rights Law(s): Executive Order 90-13-98 (1990) protecting "state employees" expired 1/99.

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1972.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Population: 195,220

Arvada

Civil Rights Law(s): Actual law(s) reviewed. Arvada City Code. See generally, Ch. 9.

Private Employment: In regard only to those who operate community television stations: Sec. 9-140.

Public Accommodation: In regard only to the rates charged by those who operate community television stations: Sec. 9-140.

Population: 5,049

Aspen

Civil Rights Law(s): Actual law(s) reviewed. Aspen Municipal Code. See generally, Sec. 15.04.570 ("Discriminatory practices prohibited"). (Amd. Ord. No. 60-1977.)

Public Employment: Government employer expressly covered. Sec. 15.04.570 (b) ("Discriminatory employment practices prohibited").

Private Employment: Sec. 15.04.570 (b) ("Discriminatory employment practices prohibited").

Union Practices: Sec. 15.04.570 (a) (4) (Definition of "person": "means any individual, firm, partnership...labor union...").

Public Accommodation: Sec. 15.04.570 (d) ("Discriminatory public services and accommodation practices").

Housing: Sec. 15.04.570 (c) ("Discriminatory housing practices prohibited").

Population: 85,616

Boulder

Civil Rights Law(s): Actual law(s) reviewed. Boulder City Code. See generally, Title 12, Ch. 1 ("Prohibition of Discrimination in Housing, Employment, and Public Accommodations"), Ch. 2 ("Landlord-Tenant Relations") & Ch. 3 ("Drug Testing"). (Amd. Ord. No. 5061, 1987.)

Public Employment: Government employer expressly covered. Sec. 12-1-3 ("Discrimination in Employment Practices Prohibited")

Private Employment: Sec. 12-1-3 ("Discrimination in Employment Practices Prohibited").

Union Practices: Sec. 12-1-3 (a) (3) ("Discrimination in Employment Practices Prohibited").

Public Accommodation: Sec. 12-1-4 ("Discrimination in Public Accommodations Prohibited").

Credit: In regard only to the financing of real estate transactions: Sec. 12-1-2 ("Discrimination in Housing Prohibited").

Housing: Sec. 12-1-2 ("Discrimination in Housing Prohibited").

Domestic Partnership Employment Benefits: Hard benefits.

Domestic Partnership Registry: Opposite & same-sex.

Population: 225,339

Boulder County

Civil Rights Law(s): Actual law(s) reviewed. Boulder County Policy Manual, adopted by the Board of County Commissioners, 10/92.

Public Employment: Government employer expressly covered. Boulder County, Colorado Personnel Manual, Ch. I ("Statement of General Policy"), definition of "Harassment and/or Discrimination".

Population: 878

Crested Butte

Civil Rights Law(s): Actual law(s) reviewed. Crested Butte Municipal Code. See generally, Art. 2-6 ("Discriminatory Practices Prohibited"). (Amd. Ord. No. 6-93, 4/15/93.)

Public Employment: Government employer expressly covered. Sec. 2-6-3 ("Discriminatory Employment Practices Prohibited").

Private Employment: Sec. 2-6-3 ("Discriminatory Employment Practices Prohibited").

Union Practices: Sec. 2-6-3 ("Discriminatory Employment Practices Prohibited") & Sec. 2-6-2 (d) ("Person" is defined as including a "labor union").

Public Accommodation: Sec. 2-6-5 ("Discriminatory Public Service and Accommodation Practices Prohibited").

Housing: Sec. 2-6-4 ("Discriminatory Housing Practices Prohibited").

Population: 438,852

Denver

Civil Rights Law(s): Actual law(s) reviewed. Municipal Code, City and County of Denver. See generally, Ch. 28 ("Human Rights"), Art. IV ("Prohibition of Discrimination in Employment, Housing and Commercial Space, Public Accommodations, Educational Institutions and Health and Welfare Services"). (Amd. Ord. No. 623, 10/15/90.)

Public Employment: No explicit prohibition, but Ch. 12, Art. II ("Agency for Human Rights and Community Relations"), Sec. 28-17 ("Powers and duties") authorizes the agency to investi-

gate discrimination by city agencies on grounds including "sexual orientation".

Private Employment: Sec. 28-93 ("Discriminatory practices in employment").

Union Practices: Sec. 28-93 (a) (3) ("By a labor organization") & (4).

Public Accommodation: Sec. 28-96 ("Discriminatory practices in places of public accommodation").

Education: Sec. 28-94 ("Discriminatory practices in educational institutions").

Credit: In regard only to the financing of real estate transactions: Sec. 28-95 (a) (3) ("Discriminatory practices in real estate transactions").

Housing: Sec. 28-95 ("Discriminatory practices in real estate transactions").

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Health, dental & vision. See generally, Ch. 18, Art. VIII, Div. 1, Sec. 18-321.

Domestic Partnership Registry: Opposite & same-sex. No rights specified.

Population: 106,223

Fort Collins

Civil Rights Law(s): Only secondary sources used. Code of the City of Fort Collins. See generally, Art. II ("Discrimination"). (Amd. Ord. No. 22-98, 3/3/98.)

Public Employment: Sec. 13-17 ("Discriminatory employment practices prohibited").

Private Employment: Sec. 13-17 ("Discriminatory employment practices prohibited").

Union Practices: Sec. 13-17(a)(3) & Sec. 13-17(b) ("Discriminatory employment practices prohibited").

Public Accommodation: Sec. 13-19 ("Discriminatory public accommodation practices prohibited").

Credit: In regard only to the financing of real estate transactions: Sec. 13-18(c) ("Discriminatory housing practices prohibited; exemptions").

Housing: Sec. 13-18 ("Discriminatory housing practices prohibited; exemptions").

Population: 64,570

La Plata County

Civil Rights Law(s): Only secondary sources used. Code of La Plata County. See Ch. 2, Art. VI, Sec. 2-828: prohibits references within the electronic mail messages of county employees to people's sexual orientation in a way which may give rise to offense.

Population: 1,292

Telluride

Civil Rights Law(s): Actual law(s) reviewed. Telluride Municipal Code. See generally, Chapter 11.04 ("Prohibiting Discriminatory Practices"). (Amd. Ord. No. 974, 1993.)

Public Employment: Government employer expressly covered. Sec. 11.04.020 (A) ("Discriminatory employment practices prohibited").

Private Employment: Sec. 11.04.020 (A) ("Discriminatory employment practices prohibited").

Union Practices: Sec. 11.04.020 (D) ("Definition" of "person" defined as including "labor union").

Public Accommodation: Sec. 11.04.020 (C) ("Discriminatory public services and accommodations practices prohibited").

Housing: Sec. 11.04.020 (B) ("Discriminatory housing practices prohibited").

Connecticut

Population: 3,275,000

Civil Rights Law(s): Actual law(s) reviewed. Connecticut General Statutes Annotated. See generally, Title 46a ("Human Rights"), Ch. 814c ("Human Rights and Opportunities") & Title 10 ("Education and Culture"), Ch. 164 ("Educational Opportunities"). (Amd. Act 1991, P.A. 91-58)

Public Employment: Government employer expressly covered. Sec. 46a-60 ("Discriminatory employment practices prohibited"). & 46a-81c ("Sexual orientation discrimination: Employment"). Also see, Sec. 46a-81h ("Sexual orientation discrimination: Equal employment in state agencies").

Private Employment: Sec. 46a-60 ("Discriminatory employment practices prohibited") & Sec.

Records: CO - CT

37

46a-81c ("Sexual orientation discrimination: Employment").

Union Practices: Sec. 46a-60 ("Discriminatory employment practices prohibited") & Sec. 46a-81c ("Sexual orientation discrimination: Employment").

Public Accommodation: Sec. 46a-81d ("Sexual orientation discrimination: Public accommodations").

Education: Sec. 10-15c ("Discrimination in public schools prohibited").

Credit: Sec. 46a-81f ("Sexual orientation discrimination: Credit practices").

Housing: Sec. 46a-81e ("Sexual orientation discrimination: Housing").

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1971.

Hate Crime(s): Conn. Gen. Sta. Ann. Sec. 53a-181b: Because of. Discretionary sentence enhancement for habitual offenders & separate crime/penalty established.

Population: 131,995

Hartford

Civil Rights Law(s): Actual law(s) reviewed. Hartford Municipal Code. See generally, Ch. 2, Art. V, Div. 9(B), Sec. 2-286 which establishes the "Commission on Lesbian, Gay and Bisexual Issues". (Amd. 1977.)

Public Employment: Government employer expressly covered. Ch. 2, Art. VII, Div. 3 ("Purchases and Contracts"), Sec. 2-558.

Private Employment: Ch. 2, Art. V., Div. 9(C) ("Com. on Workplace Rights"), Sec. 2-290 which requires study of sexual orient. discrim. Also see, in regard only to those who have contracts with the City: Ch. 2, Art. VII, Div. 3 ("Purchases and Contracts"), Sec. 2-558.

Housing: With those who contract with the city: Part II, Ch. 2, Art. VII, Div. 3 ("Purchases and Contracts"), Sec. 2-558.

Domestic Partnership Employment Benefits: Hard benefits. Through the inclusive definition of "domestic partnership" contained in Part II, Ch. 2, Art. III, Sec. 2-63 ("Domestic partnerships; discrimination")

Domestic Partnership Registry: Opposite & same-sex. Not limited to residents. No rights specified.

Population: 123,966

New Haven

Civil Rights Law(s): Actual law(s) reviewed. New Haven City Code. See generally, Ch. 12 1/2, Art. I-V. (Amd. Ord. 1051 - amending Sec. 12 1/2-2 ("Findings") to state: "It is further against the public policy of the City..to deny equal opportunities on the basis of sexual orientation.") Some sections were not explicitly changed to include sexual orientation; as such the scope of protection is unclear.

Public Employment: Government employer expressly covered. See above.

Private Employment: See above.

Union Practices: See above.

Housing: Sec. 121/2-43 ("Prohibited activity").

Population: 107,590

Stamford

Civil Rights Law(s): Only secondary sources used. Stamford Charter and City Code. See generally, Ch. 47 ("Personnel"), Art. VIII ("Discrimination"). (Amd. Ord. No. 882/91.)

Public Employment: Sec. 47-23.

Delaware

Population: 717,000

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1973.

Anti-Marriage Legislation: Del. Code Ann. tit. 13, Sec. 13-101: prohibits and voids same-sex marriage and establishes penalties for those who enter into prohibited marriages.

Hate Crime(s): Del. Code Ann. Tit. 11, Sec. 1304: Because of. Aggravating factor in sentencing & separate crime/penalty established.

Domestic Partnership Employment Benefits: Opposite & same-sex. Soft benefits. Sick & bereavement leave. See generally, Merit Rules, Ch. 1 - 4, Sec. 6.0460.

Population: 71,678

Wilmington

Hate Crime(s): Creates separate offenses of "ethnic intimidation" & "institutional vandalism" (which include "sexual orientation"). See generally, Wilmington City Code, Part II, Ch. 35, Art. I, Sec. 35.1 ("Bias-related offenses"). (Amd. Ord. No. 92-042, 6/4/92.)

District of Columbia

Population: 585,221

Civil Rights Law(s): Actual law(s) reviewed. District of Columbia Code. See generally, Title 1 ("Administration"), Ch. 25 ("Human Rights"), Subchapter II ("Prohibited Acts of Discrimination"). (Amd. 1977)

Public Employment: Government employer expressly covered. Part B ("Employment"), Sec. 1-2512 ("Unlawful Discriminatory Practices in Employment")

Private Employment: Part B ("Employment"), Sec. 1-2512 ("Unlawful Discriminatory Practices in Employment")

Union Practices: Part B ("Employment"), Sec. 1-2512 (a)(3) ("By a labor organization") & (4) ("By an employer, employment agency, or labor organization")

Public Accommodation: Part D ("Public Accommodations"), Sec. 1-2519 ("Unlawful Discriminatory Practices in Public Accommodations")

Education: Part E ("Educational Institutions"), Sec. 1-2520 ("Unlawful Discriminatory Practices in Educational Institutions")

Credit: In regard only to the financing of real estate transactions: Part C ("Housing and Commercial Space"), Sec. 1-2515 (a) (3) ("Unlawful Discriminatory Practices in Real Estate Transactions")

Housing: Part C ("Housing and Commercial Space"), Sec. 1-2515 ("Unlawful Discriminatory Practices in Real Estate Transactions")

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1992.

Hate Crime(s): Gender Identity is included. District of Columbia Code, Sec. 22-4001:

Actual/Perceived. Aggravating factor in sentencing in 1st degree murder & separate crime/penalty established. Data collection.

Domestic Partnership Employment Benefits: Since passage by City Council, the U.S. Congress - which exerts budgetary and other controls over the District - has effectively blocked provision of benefits by explicitly prohibiting use of funds for that purpose.

Domestic Partnership Registry: There have been no funds to set up a registry (see above), however, people send in paperwork using registered mail - the receipt becoming proof of registration.

Florida

Population: 14,166,000

Criminalization of Private & Consensual Sex: Unnatural and Lascivious Act, Fla. Stat. Sec. 800.02. Opposite & same-sex.

Anti-Marriage Legislation: Fla. Stat. Sec. 741.212: defines as opposite-sex and prohibits recognition of same-sex marriage.

Hate Crime(s): Fla. Stat. Sec. 775.085: Because of. Aggravating factor in sentencing & mandatory sentence enhancement. Data collection.

Population: 1,255,488

Broward County

Civil Rights Law(s): Only secondary sources used. Broward County Code of Ordinances. See generally, Ch. 16 1/2 ("Human Rights Act"). (Amd. Ord. 95-26, 6/13/95, Eff. 6/27/95.) Also see note below regarding preference in County Contracting for those companies that provide equivalent benefits to same-sex domestic partners as it does spouses.

Public Employment: Art. I, Sec. 16 1/2-21 ("Discrimination in Employment").

Private Employment: Art. I, Sec. 16 1/2-21 ("Discrimination in Employment"). Also see note below regarding preference in County Contracting.

Union Practices: Art. I, Sec. 16 1/2-21 ("Discrimination in Employment").

Public Accommodation: Art. II, Sec. 16 1/2-22 ("Discrimination in public accommodations").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. All insurance benefits. Sick, annual, family illness, bereavement & leave. See generally, Ch. 16 1/2, Art. VI ("Domestic Partnership Act"). (Amd. Ord. No. 1999-18, 4/27/99.) Also see above.

Domestic Partnership Registry: Opposite & same-sex. Facilitates visits to hospital & jails and designation of health care surrogates. See generally, Ch. 16 1/2, Art. VI ("Domestic Partnership Act"). (Amd. Ord. No. 1999-18, 4/27/99.)

Notes: Preference (in the amount of 1%) given to County contractors who extend equivalent benefits to same-sex partners of employees as it does spouses: See Ch. 16 1/2, Art. VI, Sec. 16 1/2-157. Ord. No. 1999-18.

Population: 111,744

Coral Springs

Civil Rights Law(s): Actual law(s) reviewed. Coral Springs City Code.

Public Accommodation: In regard only to the provision of services by cable television operators: Ch. 20, Article I, Sec. 20-4.

Population: 45,697

Fort Myers

Civil Rights Law(s): Actual law(s) reviewed. Fort Myers Code of Ordinances.

Public Accommodation: In regard only to the provision of service by cable television operators: Ch. 8, Art. II, Div. 4, Sec. 8-102.

Population: 92,648

Gainesville

Civil Rights Law(s): Only secondary sources used. Gainesville Code of Ordinances. See generally, Ch. 8 ("Discrimination"). (Amd. 7/98.)

Public Employment: Art. III, Sec. 8-48 ("Prohibition of discrimination in employment practices").

Private Employment: Art. III, Sec. 8-48 ("Prohibition of discrimination in employment practices").

Union Practices: Art. III, Sec. 8-48 ("Prohibition of discrimination in employment practices").

Public Accommodation: Art. IV, Sec. 8-67 ("Prohibition of discrimination in places of public accommodation; equal access").

Credit: In regard only to the financing of real estate transactions: Art. V, Sec. 8-91 ("Prohibition of discrimination in financing of housing or in residential real estate transactions").

Housing: Art. V, Sec. 8-88 ("Prohibition of discrimination in the sale or rental of housing").

Population: 24,832

Key West

Civil Rights Law(s): Actual law(s) reviewed. Key West Code. See generally, Sec. 72.24 through Sec. 72.30 ("Key West Human Rights Ordinance"). (Amd. Ord. No. 91-30, 9/17/91.)

Public Employment: Any employer or all employers covered. Sec. 72.26 (a) ("prohibited conduct").

Private Employment: Sec. 72.26 (a) ("prohibited conduct").

Union Practices: See Sec. 72.25 (Definition of "Person") & Sec. 72.26 (e) ("prohibited conduct").

Public Accommodation: Sec. 72.26 (e) ("prohibited conduct").

Credit: Sec. 72.26 (d) ("prohibited conduct").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. See generally, Sec. 72-31 through Sec. 72.36. (Amd. Ord. No. 98-5, Sec. 5, 2/12/98.)

Domestic Partnership Registry: Opposite & same-sex. See generally, Sec. 72.32 ("Establishment of domestic partnership") through Sec. 72.34 ("City clerk, fees and records"). (Amd. Ord. No. 98-5, Sec. 5, 2/12/98.)

Population: 6,897

Lake Park

Civil Rights Law(s): Only secondary sources used. Town of Lake Park Code. See generally, Ch. 2, Art. V, Div 2.

Public Employment: In regard only to the procurement process for Town Contracts: Sec. 2-110 "Equal opportunity/minority and women business enterprises").

Population: 90,896

Miami Beach

Civil Rights Law(s): Actual law(s) reviewed. Miami Beach City Code. See generally, Ch. 25A ("City of Miami Beach Human Rights Ordinance"). (Amd. Ord. No. 92-2824, 3/1/93.)

Public Employment: Government employer expressly covered. 25A-5 ("Discrimination in Employment").

Private Employment: Sec. 25A-5 ("Discrimination in Employment").

Union Practices: Sec. 25A-5 ("Discrimination in Employment") & Sec. 25A-3 ("Definition" of "person" as including "unions").

Public Accommodation: Sec. 25A-6 ("Discrimination in Public Accommodations").

Credit: In regard only to the financing of real estate transactions: Sec. 25A-7 (5) & (7) ("Discrimination in Housing").

Housing: Sec. 25A-7 ("Discrimination in Housing").

Domestic Partnership Employment Benefits: Opposite & same-sex. Soft benefits. Sick leave, family medical, annual and bereavement leave. See generally, Ord. Nos. 98-3125, 98-3126 & 98-3127.

Population: 3,341,237

Miami-Dade County

Civil Rights Law(s): Actual law(s) reviewed. Code of Metropolitan Miami-Dade County. See generally, Ch. 11A ("Discrimination"). (Amd. Ord. No. 98-170, 12/1/98.)

Public Employment: Government employer expressly covered. Art. VI ("Office of Fair Employment Practices"), Sec. 11A-34 ("Declaration of policy").

Private Employment: Art. IV ("Employment"), Sec. 11A-26 ("Unlawful employment practices").

Union Practices: Art. IV ("Employment"), Sec. 11A-26 (3) ("Unlawful employment practices").

Public Accommodation: Art. III (Public Accommodations"), Sec. 11A-19 ("Unlawful public accommodations practices").

Credit: In regard only to the financing of real estate transactions: Art. II ("Housing"), Sec. 11A-12 (e) & (f) ("Unlawful housing practices").

Housing: Art. II ("Housing"), Sec. 11A-12 ("Unlawful housing practices").

Population: 135,532

Monroe County

Civil Rights Law(s): Actual law(s) reviewed. Monroe County Code. See generally, Art. VI ("Discrimination"), Div. 2 ("Fair Housing"). (Amd. Ord. No. 22-1986.)

Credit: In regard only to the financing of real estate transactions: Sec. 13-115 (9) ("Unlawful practices").

Housing: Sec. 13-115 ("Unlawful practices").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. All employment benefits offered to spouses. See generally, Monroe County Policies and Procedures Manual, Sec. 14. (Amd. Res. No. 081-1998, 2/11/98.)

Population: 29,453

North Lauderdale

Civil Rights Law(s): Actual law(s) reviewed. City of North Lauderdale Code.

Public Accommodation: In regard only to the operation and provision of cable or open video system operations: Ch. 21 ("Cable Systems and Open Video Systems") Art. II, Div. 1, Sec. 21-14.

Population: 47,035

Ocala

Civil Rights Law(s): Actual law(s) reviewed. City of Ocala Code.

Private Employment: In regard only to cable television operators: App. A ("Franchises") Art. I, Part XXX. ("Equal Employment Opportunity").

Population: 269,076

Okaloosa County

Civil Rights Law(s): Actual law(s) reviewed. Okaloosa County Code.

Housing: In regard to the loan application process in this low-income housing assistance program: Ch. 11.5 ("Housing"), Art. III ("Affordable Housing"), Sec. 11.5-59 ("SHIP program administration and implementation").

Population: 863,518

Palm Beach County

Civil Rights Law(s): Actual law(s) reviewed. Palm Beach County Code. See generally, Ch. 15 ("Human Rights"), Art. III ("Housing, Places of Public Accommodation"). (Amd. Ord. No. 90-1, 1/16/90.)

Public Accommodation: Sec. 15-57 ("Unlawful discriminatory practice in public accommodations"). Also see, in regard only to the operation of television cable service: Ch. 8 ("Cable Television") Sec. 8.15.

Credit: In regard only to the financing of real estate transactions: Sec. 15-59 ("Discrimination in the financing of housing").

Housing: Sec. 15-58 ("Discriminatory housing practices"). Also see, in regard to the "Local Housing Assistance Program": Ch. 14 ("Housing Code") Art. V, Sec. 14-247.

Population: 9,830

Palm Beach Town

Civil Rights Law(s): Actual law(s) reviewed. Code of the Town of Palm Beach.

Private Employment: In regard only to telecommunications operators: Part II, Ch. 116 ("Telecommunications"), Art I, Sec. 116-11.

Public Accommodation: In regard only to the provision of telecommunications: Part II, Ch. 116 ("Telecommunications"), Art I, Sec. 116-11.

Population: 217,892

Santa Rosa County

Civil Rights Law(s): Actual law(s) reviewed. County Code of Santa Rosa. See generally, Ch. 2 ("Administration"), Art. IV ("Boards, Commissions, Authorities, Etc."), Div. 5 ("Affordable Housing").

Housing: In regard to the loan application process of the local low-income housing program: Sec. 2-139, ("SHIP program administration and implementation").

Population: 284,737

Tampa

Civil Rights Law(s): Only secondary sources used. City Code of Tampa. See generally, Ch. 12. (Amd. Ord. 92-147, 9/10/92.)

Public Employment: Art. II ("Employment Discrimination").

Private Employment: Art. II ("Employment Discrimination").

Union Practices: Art. II ("Employment Discrimination").

Public Accommodation: Art. III ("Discrimination in Public Accommodations").

Housing: Art. IV ("Discrimination in Housing").

Population: 36,431

Wakulla County

Civil Rights Law(s): Only secondary sources used. County Code, Wakulla. (Amd. Ord. No. 98-9, 7/20/98.)

Housing: In regard to the operation of "Local Housing Partnership" Program: Part II, Ch. 13, Art. II., Sec. 13.056.

Population: 67,723

West Palm Beach

Civil Rights Law(s): Only secondary sources used. See generally, Ord. No. 90-1, 2/2/90. Also see, Affirmative Action Plan

Public Employment: Affirmative Action Plan

Private Employment: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Soft benefits. Bereavement leave.

Population: 12,147

Wilton Manors

Civil Rights Law(s): Actual law(s) reviewed. Wilton Manors City Code.

Public Accommodation: In the provision of cable television: Part II, Ch. 5.5, Art. III ("Telecommunications"), Sec. 5.5-10.4.

Georgia

Population: 7,201,000

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Invalidated by Powell v. State, 510 S.E.2d 18 (Ga. 1998).

Anti-Marriage Legislation: Ga. Code Ann. Sec. 19-3-3.1 & 19-3-30: prohibits performance, recognition of and voids same-sex marriage and declares them against public policy.

Hate Crime(s): No Hate Crimes law based on any characteristic.

Population: 394,848

Atlanta

Civil Rights Law(s): Only secondary sources used. Atlanta Code. See generally, Ch. 94 ("Human Relations"), Art. III ("Discrimination Generally") & Ch. 114. (Amd. 3/3/86)

Public Employment: Sec. 114-51.

Public Accommodation: Sec. 94-68 ("Unlawful Discrimination").

Hate Crime(s): Ch. 98, Article II, Sec. 98-39 the police department must collect data on bias motivated crimes including those motivated by sexual orientation.

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Sick, funeral & annual leave. Health and dental insurance (Eff. 1/1/97). See generally, Atlanta Code, Sec. 2-858. (Amd. Ord. 96-0-1018, 9/96.)

Domestic Partnership Registry: Opposite & same-sex. Facilitates visits to jails and prisons. See generally, Ch. 94 ("Human Relations"), Art. V ("Domestic Partnerships").

Population: 7,503

Chamblee

Civil Rights Law(s): Actual law(s) reviewed. Chamblee City Code. See generally, Part II, Ch. 90. (Amd. Ord. No. 450, 3/17/98.)

Public Accommodation: The suspension/revocation of a "Vehicle for Hire's" (i.e taxis) license is permitted if they refuse to accept a fare because of, for example, a person's sexual orientation: Sec. 90-7

Population: 1,101,395

De Kalb County

Civil Rights Law(s): Actual law(s) reviewed. De Kalb Code, 1976. (Amd. Ord. No. 91-03, 2/26/91.)

Public Employment: Sec. 2-3073 permits for a complaint to be filed with the chief executive in the event of an allegation of discrimination due to sexual orientation in regard to an application for employment with the county.

Population: 17,414

Decatur

Civil Rights Law(s): Actual law(s) reviewed. Decatur City Code. See generally, Ch. 102, Art. II. (Amd. Ord. No. O-97-20, 6/16/97.)

Public Accommodation: The suspension/revocation of a "Vehicle for Hire's" (i.e taxis) license is permitted if they refuse to accept a fare because of, for example, a person's sexual orientation: Sec. 102-37

Population: 648,951

Fulton County

Civil Rights Law(s): Only secondary sources used. Equal Employment Opportunity Policy, 8/19/92.

Public Employment: No. 92-RC-390.

Population: 11,403

Lythia Springs

Civil Rights Law(s): Only secondary sources used. (Amd. 1997.)

Public Employment: No citation available.

Population: 7,168

Stone Mountain

Civil Rights Law(s): Actual law(s) reviewed. City Code, Stone Mountain.

Public Accommodation: Prohibits a taxi operator from refusing to take a passenger because of their sexual orientation: Part II, Ch. 12, Art IV, Sec. 12-142.

Population: 2,842

Tybee Island

Civil Rights Law(s): Actual law(s) reviewed. See Personnel Ordinance. (Amd. 1996.)

Public Employment: Government employer expressly covered. Personnel Policy, Sec. 2-4-1(b)(5) ("Purposes"). See note below for limitations.

Notes: Although "fair treatment...without regard to... sexual orientation..." is stated as policy in Sec. 2-4-1(b)(5), "sexual orientation" is omitted from Sec. 2-4-1(b)(6) which mandates the establishment of procedures to deal with complaints.

Hawaii

Population: 1,187,000

Civil Rights Law(s): Only secondary sources used. Hawaii Revised Statutes. See generally, Ch. 378 ("Employment Practices"). (Amd. 3/21/91.)

Public Employment: Sec. 378-2 ("Discriminatory practices made unlawful; offenses defined").

Private Employment: Sec. 378-2 ("Discriminatory practices made unlawful; offenses defined").

Union Practices: Sec. 378-2 ("Discriminatory practices made unlawful; offenses defined").

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1973.

Anti-Marriage Constitutional Amendment: Hawaii State Constitution, Art. 1, Sec. 23: permits but does not require the legislature to limit marriage to opposite-sex couples.

Hate Crime(s): No Hate Crimes law based on any characteristic.

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. The State of Hawaii also recognizes gay families in other ways: Reciprocal Beneficiaries Law (see below)

Notes: House Bill 118 is legislation according same-sex couples (and other "reciprocal beneficiaries") the broadest package of rights and benefits ever accorded gay families in the U.S. That law took effect in 7/97.

Population: 371,320

Honolulu

Civil Rights Law(s): Only secondary sources used. City and County Code of Honolulu.

Public Employment: No citation available.

Idaho

Population: 1,163,000

Criminalization of Private & Consensual Sex: Crime Against Nature, Idaho Code Sec. 18-6605. Opposite & same-sex.

Anti-Marriage Legislation: Idaho Code Sec. 32-209; voids same-sex marriages and declares them against public policy.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Population: 699

Troy

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. 1994.)

Public Employment: No citation available.

Illinois

Population: 11,830,000

Civil Rights Law(s): Actual law(s) reviewed. See Administrative Order No. 2 ("Directive to all Directors and Agency Heads Regarding Prohibition of Discrimination"), 1996. Also note that Illinois Department of Human Rights must track complaints of discrimination based on sexual orientation.

Public Employment: Government employer expressly covered. Administrative Order No. 2 - clarifying that Ill. Code, Sec. 302.790 ("Personnel Rules, Prohibition of Discrimination") includes "sexual orientation."

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1962.

Anti-Marriage Legislation: 750 Ill. Comp. Stat. 5/212; prohibits, voids and declares same-sex marriages against public policy.

Hate Crime(s): 720 Ill. Comp. Stat. 5/12-7.1: Actual/Perceived. Aggravating factor in sentencing & separate crime/penalty established. Data collection.

Population: 64,350

Champaign

Civil Rights Law(s): Actual law(s) reviewed. Champaign Municipal Code. See generally, Ch. 17 ("Human Rights"). (Amd. 1977.)

Public Employment: Government employer expressly covered. Art. III ("Discrimination in Employment").

Private Employment: Art. III ("Discrimination in Employment").

Union Practices: Art. III ("Discrimination in Employment"), Sec. 17-38 ("Discrimination by a labor organization")

Public Accommodation: Art. IV ("Discrimination in Public Accommodations").

Credit: Art. IV ("Discrimination in Public Accommodations"), Sec. 17-58 ("Credit transactions").

Housing: Art. V ("Discrimination in Housing and Commercial Space").

Population: 2,768,483

Chicago

Civil Rights Law(s): Actual law(s) reviewed. Chicago City Code. See generally, Chicago Human Rights Ordinance & Chicago Fair Housing Ordinance. (Amd. 1988.)

Public Employment: Any employer or all employers covered. Sec. 2-160-030 ("Unlawful discriminatory practices - Employment").

Private Employment: Sec. 2-160-030. ("Unlawful discriminatory practices - Employment").

Public Accommodation: Sec. 2-160-070 ("Unlawful discriminatory practices - Public accommodations").

Credit: Sec. 2-160-060 (Unlawful discriminatory practices - Credit transactions).

Housing: Sec. 5-08-010 ("Declaration of city policy").

Domestic Partnership Employment Benefits: Hard benefits. There have been attempts to block through litigation this extension of health and other benefits to the same sex domestic partners of municipal employees.

Population: 5,105,067

Cook County

Civil Rights Law(s): Actual law(s) reviewed. See generally, "Cook County Human Rights Ordinance". (Amd. Ord. No. 93-0-13, 3/16/93.)

Public Employment: Unclear whether government employer covered. Part III ("Employment").

Private Employment: Part III ("Employment").

Union Practices: Part III (B) (3) ("Labor Organizations").

Public Accommodation: Part V ("Public Accommodations"). Also see, in regard only to services provided by the County: Part VII ("County Facilities, Services, and Programs").

Credit: Part IV ("Credit Transactions").

Housing: Part VI ("Housing").

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Medical, vision, dental, leave. See generally the "Cook County Employee Domestic Partnership Benefits Resolution," 4/6/99.

Population: 35,078

DeKalb

Civil Rights Law(s): Actual law(s) reviewed. DeKalb Municipal Code. See generally, Ch. 49 ("Human Relations Commission"). (Amd. Ord. No. 98-133, 12/14/98.)

Public Employment: Government employer expressly covered. Sec. 49.03 (j) - (l).

Private Employment: Sec. 49.03 (j) - (l).

Union Practices: Sec. 49.03 (l).

Public Accommodation: Sec. 49.03 (m).

Credit: Sec. 49.03 (d).

Housing: Sec. 49.03 (a) - (i).

Population: 74,118

Evanston

Civil Rights Law(s): Actual law(s) reviewed. City of Evanston Code of Ordinances. See generally, Ch. 12 ("Fair Employment Practices") & Ch. 5. (Amd. 1980.) Gender Identity Included: (Amd. Ord. No. 61-0-97, 1997.)

Public Employment: Government employer expressly covered. Sec. 1-12-4 ("Prohibition of Discrimination in Employment").

Private Employment: In regard only to private employers who have contracts with the City: Sec. 1-12-5 ("Public Contracts").

Credit: In regard only to the financing of real estate transactions: Sec. 5-5-6 (C) ("Discriminate In Lending").

Housing: Sec. 5-5-6 ("Discrimination Prohibited").

Population: 36,366

Loves Park

Civil Rights Law(s): Actual law(s) reviewed. Loves Park City Code. See generally, Ch. 28 ("Telecommunications"), Art. II, ("Cable Communications")

Public Accommodation: In provision of television cable services: Sec. 84-59 ("Rights of individuals").

Population: 54,217

Oak Park

Civil Rights Law(s): Only secondary sources used. Village Code. (Amd. 1993.)

Public Employment: No citation available.

Public Accommodation: No citation available.

Housing: No citation available.

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Family sick & funeral leave and health & dental benefits. See "Personnel Manual for the Village of Oak Park," App. VIII ("Domestic Partnerships for Employees of the Village of Oak Park"), "Ordinance Establishing ...[D.P.] Program," 4/18/94.

Domestic Partnership Registry: Same-sex only. No rights specified. See Village Code, Ch. 2, Art. 10, Sec. 2-10-13 ("Domestic Partnership Registration"), "Ordinance Establishing...[D.P.] Registration," 9/2/97.

Population: 36,081

Urbana

Civil Rights Law(s): Only secondary sources used. Urbana Code. See generally, Ch. 12 ("Urbana Human Rights Ordinance"), Art. III ("Discrimination"), Div. 2 ("Prohibited Practices"). (Amd. Ord. No. 7879-93, 4/24/79.)

Public Employment: Sec. 12-62 ("Employment").

Private Employment: Sec. 12-62 ("Employment").

Union Practices: Sec. 12-62 (d) & (e) ("By a labor organization").

Public Accommodation: Sec. 12-63 ("Public Accommodations").

Credit: Div. 2 ("Prohibited Practices"), Sec. 12-63 (b) ("Credit Transactions").

Housing: Div. 2 ("Prohibited Practices"), Sec. 12-64 ("Housing and commercial space").

Population: 36,882

Vernon Hills

Civil Rights Law(s): Actual law(s) reviewed. Vernon Hills City Code. See generally, Ch. 5 ("Buildings and Building Regulations"), Art. XV ("Condominiums").

Housing: In the leasing and purchase of condominium: Sec. 5-320 ("Nondiscrimination").

Indiana

Population: 5,803,000

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1977.

Anti-Marriage Legislation: Ind. Code Sec. 31-11-1-1: defines as opposite-sex & voids same-sex marriages.

Hate Crime(s): No Hate Crimes law based on any characteristic.

Population: 61,503

Bloomington

Civil Rights Law(s): Actual law(s) reviewed. Bloomington Municipal Code. See Ch. 2.21, Sec. 2.21.020 ("Public policy and purpose"). Note that pursuant to Sec. 2.21.150 ("Complaints of sexual orientation discrimination") with complaints based on sexual orientation, unlike those based on other protected classes, investigation and mediation is voluntary. (Amd. Ord. No. 93-28, 7/8/93.)

Private Employment: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Hard benefits. By Executive Order.

Population: 1,482,608

Indianapolis

Civil Rights Law(s): Only secondary sources used. Indianapolis City Code. Title 1, Ch. 251, Art. I., Div. 3, Sec. 251-131 ("Citizens police complaint office") provides that the complaints process shall be open to all without regard to "sexual orientation."

Population: 45,147

Lafayette

Civil Rights Law(s): Only secondary sources used. Code of Ordinances of the City of Lafayette. See Ch. 32, Sec. 32.065 ("Definition" of "Discrimination") & Sec. 32.066 ("Purpose"). (Amd. Ord. No. 92-41, 5/4/93.)
Public Employment: See general Civil Rights citation above.
Private Employment: See general Civil Rights citation above.
Public Accommodation: See general Civil Rights citation above.
Housing: See general Civil Rights citation above.

Population: 26,092

West Lafayette

Civil Rights Law(s): Only secondary sources used. West Lafayette City Code. (Amd. Res. No. 27-93, 9/13/93.)
Public Employment: No citation available.
Private Employment: No citation available.
Public Accommodation: No citation available.
Education: No citation available.
Housing: No citation available.

Iowa

Population: 2,842,000

Civil Rights Law(s): Actual law(s) reviewed. See Executive Order No. 7, 9/14/99. Gender Identity Included: See Executive Order No. 7, 9/14/99.
Public Employment: Government employer expressly covered. See general Civil Rights citation above.
Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1978.
Anti-Marriage Legislation: 1998 Iowa Acts 1099 amd. Iowa Code Sec. 595.2 & 595.20: defines as opposite-sex and voids same-sex marriages.
Hate Crime(s): Because of. Separate crime/penalty established. Data collection.

Population: 46,672

Ames

Civil Rights Law(s): Actual law(s) reviewed. Municipal Code of the City of Ames. See generally, Ch. 14 ("Human Relations"). (Amd.Ord. No. 3128, 5/28/91.)
Public Employment: Government employer expressly covered. Sec. 14.6 ("Unfair Employment Practices").
Private Employment: Sec. 14.6 ("Unfair Employment Practices").
Union Practices: Sec. 14.6 (1)(b) ("Unfair Employment Practices").
Public Accommodation: Sec. 14.7 ("Unfair Practices-Accommodations or Services").
Education: Sec. 14.9 ("Unfair or Discriminatory Practices - Education").
Credit: Sec. 14.10 ("Unfair Credit Practices").
Housing: Sec. 14.8 ("Unfair or Discriminatory Practices - Housing").

Population:

Cedar Rapids

Civil Rights Law(s): Actual law(s) reviewed. Cedar Rapids Municipal Code. See generally, Ch. 69. (Amd. Ord. No. 2-99, 1/6/99.)
Public Employment: Government employer expressly covered. Sec. 69.06 ("Unfair

Employment Practices").
Private Employment: Sec. 69.06 ("Unfair Employment Practices").
Union Practices: Sec. 69.06 (2) ("Unfair Employment Practices").
Public Accommodation: Sec. 69.07 ("Unfair Practices - Accommodations or Services").
Education: Sec. 69.09 ("Unfair or Discriminatory Practices - Education").
Credit: Sec. 69.08 ("Unfair Credit Practices").
Housing: Sec. 69.19 ("Fair Housing").

Population: 59,313

Iowa City

Civil Rights Law(s): Actual law(s) reviewed. Iowa City Code. See generally, Title 2 ("Human Rights"). (Amd. Ord. No. 77-2830, 4/19/77.) Gender Identity Included: (Amd.Ord. No. 95-3697, 11/7/95.)

Public Employment: Government employer expressly covered. Ch. 3 ("Discriminatory Practices"), Sec. 2-3-1 ("Employment; Exceptions").
Private Employment: Ch. 3 ("Discriminatory Practices"), Sec. 2-3-1 ("Employment; Exceptions").
Union Practices: Ch. 3 ("Discriminatory Practices"), Sec. 2-3-1 B. ("Employment; Exceptions").
Public Accommodation: Ch. 3 ("Discriminatory Practices"), Sec. 2-3-2 ("Public Accommodation; Exceptions").
Education: Ch. 3 ("Discriminatory Practices"), Sec. 2-3-4 ("Education").
Credit: Ch. 3 ("Discriminatory Practices"), Sec. 2-3-3 ("Credit Transactions; Exceptions").
Housing: Ch. 5 ("Fair Housing"), Sec. 2-5-1 ("Housing; Exceptions").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Health insurance available since 7/1/94; funeral leave since 7/26/99; Sick leave included by virtue of being part of "immediate household" and HUD Assistance since 7/98.

Domestic Partnership Registry: Opposite & same-sex. See generally, Title 2, Ch. 6 ("Domestic Partnership"). (Amd. Ord. No. 94-3647, 11/8/94.)

Kansas

Population: 2,565,000

Criminalization of Private & Consensual Sex: Sodomy, Kan. Stat. Ann. Sec. 21-3505. Same-sex only.

Anti-Marriage Legislation: Kan. Stat. Ann. Sec. 23-101 & 23-115; defines as opposite-sex, voids same-sex marriages and declares them against public policy.

Hate Crime(s): No Hate Crimes law based on any characteristic.

Population: 67,824

Lawrence

Civil Rights Law(s): Actual law(s) reviewed. Lawrence City Code. See generally, Ch. 10 ("Human Relations; Community Development"), Art. 1 ("Human Relations"). (Amd. Ord. No. 6658, 5/2/95.)

Public Employment: Government employer expressly covered. Sec. 10-109 ("Unlawful Employment Practices").
Private Employment: Sec. 10-109 ("Unlawful Employment Practices").
Union Practices: Sec. 10-109.2 ("Unlawful Employment Practices").
Public Accommodation: Sec. 10-110 ("Unlawful Public Accommodations Practices").
Credit: In regard only to the financing of real estate transactions: Sec. 10-111.8 - Sec. 10-111.10.
Housing: Sec. 10-111 ("Unlawful Housing/Real Property Practices").

Population: 118,977

Topeka

Civil Rights Law(s): Only secondary sources used. Topeka City Code.

Public Accommodation: In regard only to the provision of cable television services: App. B ("Franchises"), Art. VI. ("TCI Cablevision of Kansas, Inc."), Exh. 1 ("City of Topeka Consumer Protection Policies and Standards"), Sec. 11.1 ("Non-discrimination").

Records: IN - KS

49

Population: 311,746

Wichita

Hate Crime(s): City-wide hate crimes law creates a misdemeanor offense for bias-motivated crimes. See generally, Code of the City of Wichita, Ch. 5.01 ("Ethnic Intimidation or Bias Crimes"). (Amd. Ord. No. 41-937 & Ord. No. 41-204.)

Kentucky

Population: 3,860,000

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Invalidated by the Kentucky Supreme Court in *Commonwealth v. Wasson*, 842 S.W.2d 487 (Ky. 1992).

Anti-Marriage Legislation: Ky. Rev. Stat. Sec. 402.040 & 402.045: voids same-sex marriages and declares them against public policy.

Hate Crime(s): Ky. Rev. Stat. Sec. 532.031: Because of. May be considered in probation and parole decisions.

Population: 26,453

Henderson

Civil Rights Law(s): Actual law(s) reviewed. Henderson City Code. See generally, Ch. 10 ("Civil Rights"), Art. IV ("Unlawful Discrimination on the Basis of Sexual Orientation in Employment, Housing, and Public Accommodation"). (Amd. 10/99.) See also, Personnel Department Policy Revision. (Amd. 1994.)

Public Employment: Government employer expressly covered. Sec. 10-14 (a) ("Unlawful Practices; prohibited"). Also see, Personnel Department Policy Revision.

Private Employment: Sec. 10-14 (a) ("Unlawful Practices; prohibited").

Union Practices: Sec. 10-14 (a) ("Unlawful Practices; prohibited").

Public Accommodation: Sec. 10-14 (c) ("Unlawful Practices; prohibited").

Credit: In regard only to the financing of real estate transactions: Sec. 10-14 (b) ("Unlawful Practices; prohibited").

Housing: Sec. 10-14 (b) ("Unlawful Practices; prohibited").

Population: 700,000

Jefferson County

Civil Rights Law(s): Actual law(s) reviewed. Jefferson County Code. See generally, Ch. 92. (Amd. Ord. No. 36, 10/12/99.) Gender Identity Included: (Amd. Ord. No. 36, 10/12/99.)

Public Employment: Government employer expressly covered. Sec. 92.06 ("Unlawful Practices in Connection with Employment").

Private Employment: Sec. 92.06 ("Unlawful Practices in Connection with Employment").

Union Practices: Sec. 92.06 ("Unlawful Practices in Connection with Employment").

Public Accommodation: Sec. 92.05 ("Unlawful Practices in Connection with Public Accommodations").

Credit: In regard only to the financing of real estate transactions: Sec. 92.03 (B) ("Unlawful Practices in Connection with Housing").

Housing: Sec. 92.03 ("Unlawful Practices in Connection with Housing").

Population: 241,749

Lexington-Fayette

Civil Rights Law(s): Only secondary sources used. Lexington-Fayette Urban County Code. See generally, Sec. 2-33. (Amd. Ord. No. 202D, 7/8/99.) Gender Identity Included: (Amd. Ord. No. 202D, 7/8/99.)

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Population: 271,038

Louisville

Civil Rights Law(s): Actual law(s) reviewed. City of Louisville Code of Ordinances. See generally, Ch. 98. (Amd. Ord. No. 9, 1/26/99.) Gender Identity Included: (Amd. Ord. No. 9, 1/26/99.)

Public Employment: Government employer expressly covered. Sec. 98.17 ("Unlawful Practices").

Private Employment: Sec. 98.17 ("Unlawful Practices").

Union Practices: Sec. 98.17 ("Unlawful Practices").

Louisiana

Population: 4,342,000

Criminalization of Private & Consensual Sex: Crime Against Nature, La. Rev. Stat. Ann. Sec. 14.89. Opposite & same-sex.

Anti-Marriage Legislation: La. Rev. Stat. Ann. Art. 89 & 3520: declares them against public policy and prohibits their recognition. (Same-sex marriages prohibited since 1803).

Hate Crime(s): La. Rev. Stat. Ann. Sec. 14.107.2: Actual/Perceived. Separate crime/penalty established but discretionary. Data collection.

Population: 489,595

New Orleans

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. Ord. No. 14984, 12/5/91.) Gender Identity Included: (Amd. Ord. 18794, 7/1/98.)

Public Employment: No citation available.

Private Employment: No citation available.

Public Accommodation: No citation available.

Housing: No citation available.

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Health insurance benefits and family medical & bereavement leave. See generally, Rules of the Civil Service Commission, Rule I, Item 34 ("Definition" of "Immediate Family") & Rule VIII, Sec. 10 ("Family Medical Leave"). Mayoral Executive Order MHM 97-005, 5/17/97.

Domestic Partnership Registry: Same-sex only. See generally, City Code, Ch. 86, Art. V.

Population: 224,064

Oachita Parish County

Civil Rights Law(s): Only secondary sources used. Oachita Parish Code. See generally, Ch. 1 ("Administration"), Art. II ("Personnel Policies"), Div. 1 ("Generally").

Public Employment: Sec. 1-49. Sexual harassment policy includes "sexual preference".

Maine

Population: 1,241,000

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed 1976.

Anti-Marriage Legislation: Me. Rev. Stat. Ann. tit. 19 Sec. 34 & 93; tit. 19-A Sec. 650 & Sec. 701(1-A) & Sec. 701(5): prohibits performance of and voids same-sex marriages.

Hate Crime(s): Me. Rev. Stat. Ann. tit. 17 Sec. 2931: Because of. Separate crime/penalty established. Data collection.

Population: 4,443

Bar Harbor

Civil Rights Law(s): Actual law(s) reviewed. Town Bar Harbor Code. See generally, Ch. 08 ("Offenses and Miscellaneous (sic) to Prohibit Discrimination Based on Sexual Orientation"). (Amd. Ord. No. 8-9802, 4/21/98.)

Records: KS - ME

51

Public Employment: Government employer expressly covered. Sec. 08.07.03 ("Employment Discrimination").

Private Employment: Sec. 08.07.03 ("Employment Discrimination").

Union Practices: Sec. 08.07.03.01.03 ("For any labor organization...").

Public Accommodation: Sec. 08.07.05 ("Public Accommodations Discrimination").

Education: Sec. 08.07.07 ("Education Discrimination").

Credit: Sec. 08.07.06 ("Credit Discrimination").

Housing: Sec. 08.07.04 ("Housing Discrimination").

Population: 9,000

Falmouth

Civil Rights Law(s): Actual law(s) reviewed. Falmouth Municipal Code of Ordinances. See generally, Ch. 19 ("Discrimination Based on Sexual Orientation"). 4/26/99.

Public Employment: Government employer expressly covered. Art. II ("Fair Employment").

Private Employment: Art. II ("Fair Employment").

Union Practices: Art. II ("Fair Employment").

Public Accommodation: Art. IV ("Fair Public Accommodations").

Education: Art. IV ("Fair Public Accommodations") & Art. I ("In General"), Sec. 2 (10) ("Definition" of "Place of Public Accommodations").

Credit: Art. V ("Fair Credit Extension")

Housing: Art. III ("Fair Housing").

Population: 180

Long Island

Civil Rights Law(s): Actual law(s) reviewed. Town of Long Island Code of Ordinances. See generally, Ch. 13.5 ("Human Rights"), Art. II ("Discrimination Based on Sexual Orientation"). (Amd. 7/27/99.)

Public Employment: Government employer expressly covered. Div. 2 ("Fair Employment"), Sec. 13.5-23 ("Unlawful employment discrimination").

Private Employment: Div. 2 ("Fair Employment"), Sec. 13.5-23 ("Unlawful employment discrimination").

Union Practices: Div. 2 ("Fair Employment"), Sec. 13.5-23 (3) ("Unlawful employment discrimination").

Public Accommodation: Div. 4 ("Public Accommodations"), Sec. 13.5-27 ("Unlawful public accommodations").

Education: Div. 4 ("Public Accommodations"), Sec. 13.5-27 ("Unlawful public accommodations") & Sec. 13.5-22 j ("Definition" of "Place of public accommodation").

Credit: Div. 5 ("Fair Credit Extensions"), Sec. 13.5-28 ("Unlawful credit extension discrimination").

Housing: Div. 3 ("Fair Housing"), Sec. 13.5-25 ("Unlawful housing discrimination").

Population: 10,000

Orono

Civil Rights Law(s): Actual law(s) reviewed. Town of Orono Code. See generally, Ch. 24 ("Offenses and Miscellaneous Provisions"), Art. IV ("Nondiscrimination Based on Sexual Orientation"). (Amd. Ord. No. 98-166, 10/19/98.)

Public Employment: Government employer expressly covered. Sec. 24-42 ("Employment Discrimination").

Private Employment: Sec. 24-42 ("Employment Discrimination").

Union Practices: Sec. 24-42 C. ("Employment Discrimination").

Public Accommodation: Sec. 24-44 ("Public Accommodations Discrimination").

Education: Sec. 24-43 ("Educational Discrimination").

Credit: Sec. 24-45 ("Credit Discrimination").

Housing: Sec. 24-43 ("Housing Discrimination").

Population: 62,756

Portland

Civil Rights Law(s): Actual law(s) reviewed. Portland City Code. See generally, Ch. 13.5 ("Human Rights"), Art. II. ("Discrimination Based on Sexual Orientation"). (Amd. Ord. No. 357-92, 5/11/92.)

Public Employment: Government employer expressly covered. Div. 2 ("Fair Employment"), Sec. 13,5-23 ("Unlawful employment discrimination").
Private Employment: Div. 2 ("Fair Employment"), Sec. 13,5-23 ("Unlawful employment discrimination").
Union Practices: Div. 2 ("Fair Employment"), Sec. 13,5-23 (3) ("Unlawful employment discrimination").
Public Accommodation: Div. 4 ("Public Accommodations"), Sec. 13,5-27 ("Unlawful public accommodations").
Education: Div. 4 ("Public Accommodations"), Sec. 13,5-27 ("Unlawful public accommodations") & Div. 1, Sec. 13,5-22 ("Definition" of "place of public accommodation").
Credit: Div. 5 ("Fair Credit Extensions"), Sec. 13,5-28 ("Unlawful credit extension discrimination").
Housing: Div. 3 ("Fair Housing"), Sec. 13,5-25 ("Unlawful housing discrimination").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Health & dental benefits. Approved by the Labor Management Committee of the City Council.

Population: 355

Sorrento

Civil Rights Law(s): Only secondary sources used. Town of Sorrento Ordinances. See generally, Town Meeting Warrant, Art. 19, 9/14/98.
Public Employment: See general Civil Rights citation above.
Private Employment: See general Civil Rights citation above.
Public Accommodation: See general Civil Rights citation above.
Education: See general Civil Rights citation above.
Housing: See general Civil Rights citation above.

Population: 22,810

South Portland

Civil Rights Law(s): Actual law(s) reviewed. South Portland Code of Ordinances. See generally, Art. VI. ("Discrimination Based on Sexual Orientation"). (Amd. Ord. No. 6-98/99, 9/9/98.)
Public Employment: Government employer expressly covered. Div. 2 ("Fair Employment").
Private Employment: Div. 2 ("Fair Employment").
Union Practices: Div. 2 (3) ("Fair Employment").
Public Accommodation: Div. 4 ("Public Accommodations").
Education: Div. 4 ("Public Accommodations") & Div. 1, Sec. 10-1102 ("Definition" of "Place of public accommodation" as including "educational institutions").
Credit: Div. 5 ("Fair Credit Extension").
Housing: Div. 3 ("Fair Housing").

Maryland

Population: 5,042,000

Civil Rights Law(s): Actual law(s) reviewed. See Executive Order 01.01.1995.19 (Eff. 7/17/95). Protection originally included in Executive Order 01.01.1993.16 (Eff. 6/25/93).
Public Employment: Government employer expressly covered. See general Civil Rights citation above.
Repeal or Invalidation of Criminalization of Private & Consensual Sex: Invalidated by Williams v. State, 1998 Extra Lexis 260.
Hate Crime(s): Sexual Orientation included only for data collection.

Population: 726,096

Baltimore

Civil Rights Law(s): Actual law(s) reviewed. Baltimore City Code. See generally, Art. 4 ("Community Relations"). (Amd. Ord. No. 79, 6/3/88.)
Public Employment: Any employer or all employers covered. Sec. 10 ("Unlawful employment practices").

Records: ME - MD

53

Private Employment: Sec. 10 ("Unlawful employment practices").

Union Practices: Sec. 10 ("Unlawful employment practices").

Public Accommodation: Sec. 11 ("Unlawful practices; place of public accommodation, etc.").

Also see, in regard only to City health and welfare agencies: Sec. 13 ("Same; health and welfare agencies").

Education: Sec. 12 ("Same; educational institutions").

Credit: In regard only to the financing of real estate transactions: Sec. 13A(3) ("Unlawful financing practices").

Housing: Sec. 13A ("Unlawful housing practices; exceptions").

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Health insurance, prescription drug & vision/optical benefits. Bereavement & family leave. See generally, Administrative Policy Amendment A.M. 204-23, 203-2 and 204-8, adopted by Board of Estimates, City Government, 12/15/93.

Population: 187,328

Howard County

Civil Rights Law(s): Only secondary sources used. Howard County Charter. See generally, Title 12 ("Health and Social Services"), Subtitle 2 ("Human Rights"). (Amd. Council Bill No. 2, 1983.)

Public Employment: Sec. 12.200 ("Equal Opportunity Employment Policy").

Private Employment: Sec. 12.208 ("Unlawful employment practices").

Union Practices: Sec. 12.208 ("Unlawful employment practices").

Public Accommodation: Sec. 12.210 ("Unlawful public accommodations practices").

Credit: Sec. 12.211 ("Unlawful financing practices").

Housing: Sec. 12.207 ("Unlawful housing practices").

Population: 757,027

Montgomery County

Civil Rights Law(s): Actual law(s) reviewed. Montgomery County Code. See generally, Ch. 27 ("Human Relations and Civil Liberties"). (Amd. 9/14/84.)

Public Employment: Government employer expressly covered. Div. 3 ("Discrimination in Employment").

Private Employment: Div. 3 ("Discrimination in Employment").

Union Practices: Div. 3, Sec. 27-19 (3) ("Unlawful employment practices...For a labor organization").

Public Accommodation: Div. 1 ("Discrimination in Places of Public Accommodation").

Credit: In regard only to the financing of real estate transactions: Div. 2, Sec. 27-12 (b) ("Unlawful practices").

Housing: Div. 2 ("Discrimination in Real Estate").

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Medical.

Population: 729,268

Prince George's County

Civil Rights Law(s): Actual law(s) reviewed. Prince George's County Code. See generally, Subtitle 2 ("Administration"), Div. 12 ("Human Relations Commission") & "Procurement Regulations" (Amd. Bill No. CB-23-1991, 6/14/91.)

Public Employment: Government employer expressly covered. Subdivision 7 ("Prohibited Acts in Employment").

Private Employment: Subdivision 7 ("Prohibited Acts in Employment"). Also see, in regard only to private employers who have contracts with the City: "Procurement Regulations" Sec. 10A-122.

Union Practices: Subdivision 7 ("Prohibited Acts in Employment"), Sec. 2-224 ("Discrimination by labor unions prohibited").

Public Accommodation: Subdivision 6 ("Prohibited Acts in Public Accommodations").

Education: Unclear. See Subdivision 1(b) ("General Provisions").

Credit: In regard only to the financing of real estate transactions: Subdivision 5 ("Prohibited Acts in Housing and Residential Real Estate"), Sec. 2-211.01 ("Financing").

Housing: Subdivision 5 ("Prohibited Acts in Housing and Residential Real Estate") & Subdivision 9 ("Prohibited Acts in Commercial Real Estate").

Population: 45,165

Rockville

Civil Rights Law(s): Only secondary sources used. Rockville City Code. See generally, Ch. 11, Art. II. (Amd. 1990.)

Public Employment: Sec. 11-18.

Private Employment: Sec. 11-18.

Union Practices: Sec. 11-18.

Public Accommodation: Sec. 11-17.

Education: General statement of intent to eliminate discrimination in education: Sec. 11-1 ("Purpose")

Credit: In regard only to the financing of real estate transactions: Sec. 11-16.

Housing: Sec. 11-16.

Population: 16,700

Takoma Park

Civil Rights Law(s): Only secondary sources used. Code of Takoma Park. (Amd. 6/14/93.)
Public Employment: No citation available.

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Medical insurance, Sick & bereavement leave to AFSCME, 1986. Extended to non-union in Takoma Park Code, Sec. 8B-175. (Amd. Ord. No. 93-27, 7/93.)

Domestic Partnership Registry: Opposite & same-sex. See Administration Procedure No. 93-01. (Amd. Res. No. 1993-77, 11/8/93.)

Massachusetts

Population: 6,074,000

Civil Rights Law(s): Actual law(s) reviewed. Massachusetts General Laws Annotated. See generally, Ch. 151B, ("Unlawful Discrimination Because of Race, Color...or Sex") & Ch. 272 ("Crimes Against Chastity...and Good Order"). (Amd. Stat. 1989, St.1989, c. 516.) Also see, Ch. 76 ("School Attendance") & Ch. 71 ("Public Schools / Charter Schools"). (Amd. Stat. 1993, St.1993, c. 282).

Public Employment: Government employer expressly covered. Ch. 151B, Sec. 4 (1).

Private Employment: Ch. 151B, Sec. 4 (1).

Union Practices: Ch. 151B, Sec. 4 (2).

Public Accommodation: Ch. 272, Sec. 98 ("Discrimination in admission to, or treatment in, place of public accommodation; punishment; forfeiture; civil right).

Education: Public Schools generally: Ch. 76, Sec. 5 ("Place of attendance; discrimination").

Also see, in regard to non-resident students: Ch. 76, Sec. 12B (j). Also see, in regard to Charter **Schools:** Ch. 71, Sec. 89 (f).

Credit: Ch. 151B, Sec. 4 (14)

Housing: Ch. 151B, Sec. 4 (6).

Criminalization of Private & Consensual Sex: Crime Against Nature, Mas. Gen. Laws Ann. Sec. 272:34 & Unnatural and Lascivious Acts, Sec. 272:35. Opposite & same-sex.

Hate Crime(s): Mas. Gen. Laws Ann. Sec. 265:39: Because of. Separate crime/penalty established. Data collection.

Domestic Partnership Employment Benefits: Opposite & same-sex. Limited to a small number of high-ranking gubernatorial appointees. Soft benefits. Sick & bereavement leave. Also facilitates visitation rights in state prisons and hospitals. By Executive Order.

Domestic Partnership Registry: See note regarding Domestic Partnership Employment Benefits above.

Population: 35,288

Amherst

Civil Rights Law(s): Actual law(s) reviewed. Amherst Town Code. See generally, Art. 2. Civil Rights Review Commission established "to assure that the benefits of equal opportunity and equal protection of the laws are extended to all persons [without discrimination based on, inter alia, 'affectional or sexual preference.']" Otherwise coverage is unspecified. (Amd. 1976.)

Records: MD - MA

55

Population: 557,675

Boston

Civil Rights Law(s): Actual law(s) reviewed. Boston City Code. See generally, Ch. 12-9 ("Human Rights"). (Amd. 7/84.)

Public Employment: Government employer expressly covered. Sec. 12-9.3 ("Discriminatory Practices Regarding Employment").

Private Employment: Sec. 12-9.3 ("Discriminatory Practices Regarding Employment").

Union Practices: Sec. 12-9.4 ("Discriminatory Practices Regarding Labor Organizations").

Public Accommodation: Sec. 12-9.7 ("Discriminatory Practices Regarding Public Accommodations and Services").

Education: Sec. 12-9.6 ("Discriminatory Practices Regarding Education").

Credit: Sec. 12-9.5 ("Discriminatory Practices Regarding Credit Transaction, Bonding and Insurance").

Domestic Partnership Employment Benefits: Opposite & same-sex. By Executive Order of Mayor Thomas Menino extending to both same and opposite sex partners. Struck down by the Supreme Judicial Court (7/9/99)

Domestic Partnership Registry: Opposite & same-sex. Facilitates visits to health care facilities, jails, prisons, juvenile correction centers, schools and day care centers. See generally, Ch. 12-9A ("Protection of Families"). (Amd. Ord. No. 1993 c. 12.)

Population: 9,637

Brewster

Domestic Partnership Employment Benefits: Opposite & same-sex. Soft benefits. Bereavement, sicktime & immediate family member leave.

Domestic Partnership Registry: Opposite & same-sex couples. No rights specified. See generally, Ch. 87 (Domestic Partnerships). 5/1/95.

Population: 53,911

Brookline

Civil Rights Law(s): Actual law(s) reviewed. General By-laws, Brookline. See generally, Art. 28 ("Division of Human Relations..."), Sec. 3. creating a commission whose duties include the "elimination of all and any barriers to [the] choice of jobs...and education" for those "discriminated against" on the basis of, inter alia, "sexual orientation". (Amd. 11/97.) Also see, Art. 43. (Amd. 1988.)

Public Employment: Any employer or all employers covered. See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Credit: In regard only to the financing of real estate transactions: Art. 43, Sec. 4 (b) ("Unlawful Housing Practices").

Housing: Art. 43 ("Fair Housing By-law").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Health insurance extended by Executive Order of the Board of Selectmen as recommended by Town Meeting.

Domestic Partnership Registry: Opposite & same-sex. Not limited to residents. No rights specified. See generally, Art. XLIV ("Domestic Partners"). Note that the definition of "domestic partner" was amended by the Executive Order effective 7/1/98 to include opposite and same-sex couples.

Population: 93,554

Cambridge

Civil Rights Law(s): Actual law(s) reviewed. Cambridge Municipal Code. See generally, Ch. 2.76 ("Human Rights Commission"). (Amd. Ord. No. 1016, 9/24/84.) Gender Identity Included: (Amd. Ord. No. 1182, 2/24/97.)

Public Employment: Government employer expressly covered. Sec. 2.76.120 A. ("Acts deemed lawful and unlawful -- Exemptions").

Private Employment: Sec. 2.76.120 D. ("Acts deemed lawful and unlawful -- Exemptions").

Union Practices: Sec. 2.76.120 F. ("Acts deemed lawful and unlawful -- Exemptions").

Public Accommodation: Sec. 2.76.120 M. ("Acts deemed lawful and unlawful -- Exemptions").

Education: Sec. 2.76.120 A. & L. ("Acts deemed lawful and unlawful -- Exemptions").

Credit: Sec. 2.76.120 I. ("Acts deemed lawful and unlawful -- Exemptions").

Housing: Sec. 2.76.120 H. ("Acts deemed lawful and unlawful -- Exemptions").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Health insurance benefits. Bereavement, sick & parental leave. See generally, Ch. 2.119 ("Domestic Partnerships"). (Amd. Ord. No. 1144 (part), 1992.)

Domestic Partnership Registry: Opposite & same-sex. Facilitates hospital & jail visitation and access to school records. See generally, Ch. 2.119 ("Domestic Partnerships"). (Amd. Ord. No. 1144 (part), 1992.)

Population: 53,709

Malden

Civil Rights Law(s): Actual law(s) reviewed. Malden City Code. See generally, Sec. 5.7 A ("Human Rights Commission - Policy of the City of Malden"), Ordained 2/7/84.

Public Employment: Any employer or all employers covered. See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Credit: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Population: 7,844

Nantucket

Domestic Partnership Employment Benefits: Opposite & same-sex. Soft benefits. Bereavement, family, medical and maternity/paternity leave. See generally, Code of Nantucket, Ch. 34 ("Domestic Partnerships"). (Amd. 7/15/96.)

Domestic Partnership Registry: Opposite & same-sex. Facilitates visits to health-care, correctional facilities and access to school records and personnel. See generally, Code of Nantucket, Ch. 34 ("Domestic Partnerships"). (Amd. 7/15/96.)

Population: 16,808

Newburyport

Civil Rights Law(s): Actual law(s) reviewed. Code of Ordinances, Newburyport. (Amd. 1/11/93.)

Public Employment: Government employer expressly covered. Part II, Ch. 2, Art. IV, Div. 2 ("Personnel"), Sec. 2-132 ("Purpose and intent").

Population: 3,743

Provincetown

Domestic Partnership Employment Benefits: Soft benefits. Bereavement leave, visitation to jail & hospitals.

Domestic Partnership Registry: Opposite & same-sex. Not limited to residents. Facilitates visitations to health care, correctional & school facilities. See generally, Town of Provincetown General By-Law, Ch. 7 ("Domestic Partnerships"), Date unconfirmed: 1993.

Population: 78,218

Somerville

Civil Rights Law(s): Actual law(s) reviewed. Code of Ordinances of the City of Somerville. See generally, Ch. 2, Art. V, Div. 6 ("Human Rights Commission"), Sec. 2-237 ("Policy"). (Amd. Ord. No. 1993-1, 1/28/93.)

Public Employment: Any employer or all employers covered. See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Records: MA

57

Population: 148,144

Springfield

Domestic Partnership Employment Benefits: Hard benefits. By Executive Order of the Mayor.

Population: 163,414

Worcester

Civil Rights Law(s): Actual law(s) reviewed. Worcester Code. See generally, Ch. 2, Art. 22. (Amd. 11/12/96.) Extent of coverage unclear and unspecified.

Michigan

Population: 9,549,000

Civil Rights Law(s): Actual law(s) reviewed. Michigan Compiled Laws. See generally, Ch. 333 ("Health"). (Amd. Act 1988, P.A. 88 of 1988, Eff. 5/13/88.)

Public Accommodation: In regard only to health care facilities: Sec. 333.21761 & Sec. 333.20201.

Criminalization of Private & Consensual Sex: Crime Against Nature or Sodomy, Mich. Comp. Laws Ann. Sec. 750.158. In Michigan Organization for Human Rights v. Kelley, No. 88-81 5820CZ (Mich. Cir. Ct. July 9, 1990) court ruled sodomy law unconstitutional. This decision is binding absent future litigation to resuscitate.

Anti-Marriage Legislation: Mich. Comp. Laws Sec. 551.1 - 551.4 & 551.271 & 551.272: defines as opposite-sex, prohibits same-sex marriages and declares them invalid.

Hate Crime(s): Sexual Orientation included only for data collection.

Population: 109,766

Ann Arbor

Civil Rights Law(s): Actual law(s) reviewed. Code of the City of Ann Arbor. See generally, Title IX, Ch. 112 ("Non-Discrimination"). (Amd. Ord. No. 4-78, 3/13/78.) Note that "HIV status" is also a protected class in the provisions below. Gender Identity Included: (Amd. Ord. No. 10-99, 3/2/99.)

Public Employment: Any employer or all employers covered. Sec. 9:154 ("Discriminatory Employment Practices").

Private Employment: Sec. 9:154 ("Discriminatory Employment Practices").

Union Practices: Sec. 9:154 (2) ("Discriminatory Employment Practices").

Public Accommodation: Sec. 9:153 ("Discriminatory Public Accommodation Practices").

Education: Sec. 9:153 ("Discriminatory Public Accommodation Practices") & Sec. 9:151 (15) ("Definition" of "Place of Public Accommodation")

Credit: In regard only to the financing of real estate transactions: Sec. 9:152 ("Discriminatory Housing Practices").

Housing: Sec. 9:152 ("Discriminatory Housing Practices").

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Health, dental, vision, life & child care reimbursement assistance. Sick & funeral leave. (Amd. Res. R-397-8-92, 8/17/92.)

Domestic Partnership Registry: Opposite & same-sex. Not limited to residents. No rights specified. See generally, Ch. 110 ("Domestic Partnerships"). (Amd. Ord. No. 62-91, 11/4/91.)

Population: 19,997

Birmingham

Civil Rights Law(s): Actual law(s) reviewed. Birmingham City Code. See generally, Ch. 66 ("Human Relations"). (Amd. Ord. No. 1520, 4/27/92.)

Credit: In regard only to the financing of real estate transactions: Sec. 66-41 ("Discrimination by financial or insurance institutions").

Housing: Sec. 66-40 ("Discrimination prohibited generally").

Population: 1,012,110

Detroit

Civil Rights Law(s): Actual law(s) reviewed. Detroit City Code. See generally, Ch. 27 ("Human Rights"). Also see, Ch. 27, Art. VII ("Discrimination on the Basis of AIDS and Conditions

Related to AIDS"). (Amd. Ord. No. 330-H, 7/16/79.)

Public Employment: Government employer expressly covered. Art. III ("Employment Practices"). Also see, Art. VII, Sec. 27-7-3 ("Employment").

Private Employment: Art. III ("Employment Practices"). Also see, Art. VII, Sec. 27-7-3 ("Employment").

Union Practices: Art. III ("Employment Practices"), Sec. 27-3-1 (4), (5) & (6) ("Unlawful employment practices"). Also see, Art. VII, Sec. 27-7-3 (4) ("Employment").

Public Accommodation: Art. VI ("Public Accommodation Practices"). Also see, Art. VII, Sec. 27-7-5 ("Business establishments").

Education: Art. V ("Educational Institution Practices"). Also see, Art. VII, Sec. 27-7-6 ("Educational Institutions").

Credit: Sec. 27-4-9 ("Unlawful loan practices").

Housing: Art. IV ("Real Estate, Insurance and Loan Practices"). Also see, Art. VII, Sec. 27-7-4 ("Housing").

Domestic Partnership Employment Benefits: Hard benefits.

Population: 48,513

East Lansing

Civil Rights Law(s): Actual law(s) reviewed. East Lansing City Code. See generally, Ch. 4 ("Boards and Commissions"), Sec. 1.127 ("Civil Rights Defined"). (Amd. Ord. No. 644, 12/16/86.)

Public Employment: Any employer or all employers covered. Sec. 1.127 (1) ("Employment").

Private Employment: Sec. 1.127 (1) ("Employment").

Union Practices: Sec. 1.127 (1) (c) ("Employment").

Public Accommodation: Sec. 1.127 (3) ("Public Accommodation").

Education: Sec. 1.127 (3) ("Public Accommodation") & Sec. 1.127 (3) (a) (i) (Definition of "Place of Public Accommodation").

Credit: In regard only to the financing of real estate transactions: Sec. 1.127 (2) (d) ("Housing").

Housing: Sec. 1.127 (2) ("Housing").

Domestic Partnership Employment Benefits: Only to non-union employees. Soft benefits. Bereavement & sick leave.

Population: 1,015,099

Grand Rapids

Civil Rights Law(s): Actual law(s) reviewed. Grand Rapids City Code. See generally, Ch. 8, Art. 3 ("Community Relations Commission"), Sec. 1.347 ("Civil Rights Defined"). (Amd. Ord. 94-18, 5/10/94.) Gender Identity Included: (Amd. Ord. 94-18, 5/10/94.)

Public Employment: Any employer or all employers covered. See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Population: 70,719

Saginaw

Civil Rights Law(s): Actual law(s) reviewed. Saginaw General Code. See generally, Art. 3. ("Non-Discrimination"). (Amd. 5/21/84.)

Credit: In regard only to the financing of real estate transactions: Sec. 303.1 C. ("Discriminatory Housing Practices").

Housing: Sec. 301.2 ("Policy") & Sec. 302 A. ("Definition" of "Discriminate or discrimination" as including "sexual orientation").

Population: 75,104

Southfield

Civil Rights Law(s): Actual law(s) reviewed. Southfield City Code. See Title IX ("Police Regulations"), Ch. 122 ("Fair Neighborhood Practices"). (Amd. Ord. No. 1199, 4/28/86)

Credit: In regard only to the financing of real estate transactions: Sec. 9.389 ("Unlawful discrimination by lending institutions or finance companies").

Population: 2,385,438

Wayne County

Civil Rights Law(s): Only secondary sources used. Wayne County Code.

Private Employment: In regard only to private employers who have contracts with the City:
Part II, Ch. 125 ("Equal Contracting Opportunity"), Sec. 125-4 ("Anti-Discrimination policies").

Domestic Partnership Employment Benefits: Hard benefits.

Population: 24,846

Ypsilanti

Civil Rights Law(s): Actual law(s) reviewed. Ypsilanti City Code. See generally, Title VI ("Health Regulations"), Ch. 67 ("Human Rights"). (Amd. Ord. No. 865, 12/16/97.) Gender Identity Included: (Amd. Ord. No. 865, 12/16/97.)

Public Employment: Government employer expressly covered. Sec. V ("Discriminatory Employment Practices").

Private Employment: Sec. V ("Discriminatory Employment Practices").

Union Practices: Sec. V (2) ("Discriminatory Employment Practices").

Public Accommodation: Sec. IV ("Discriminatory Public Accommodation Practices").

Education: Sec. IV ("Discriminatory Public Accommodation Practices") & Sec. II (11) ("Definition" of "Place of Public Accommodation" as including an "educational ...institution").

Credit: Sec. IV ("Discriminatory Public Accommodation Practices") & Sec. II (11) ("Definition" of "Place of Public Accommodation" as including a "financial institution").

Housing: Sec. III ("Discriminatory Housing Practice").

Minnesota

Population: 4,610,000

Civil Rights Law(s): Actual law(s) reviewed. Minnesota Statutes Annotated. See generally, Ch. 363 ("Department of Human Rights"), Sec. 363.03 ("Unfair discriminatory practices"). (Amd. Stat. 1993, Laws 1993, c. 22.) Gender Identity Included: (Amd. Stat. 1993, Laws 1993, c. 22.)

Public Employment: Government employer expressly covered. Subdivision 1 ("Employment").

Private Employment: Subdivision 1 ("Employment").

Union Practices: Subdivision 1 ("Employment").

Public Accommodation: Subdivision 3 ("Public accommodations").

Education: Subdivision 5 ("Educational institution").

Credit: Subdivision 8 ("Credit; discrimination").

Housing: Subdivision 2 ("Real property").

Criminalization of Private & Consensual Sex: Sodomy, Minn. Stat. Ann. Sec. 609.293. Opposite & same-sex.

Anti-Marriage Legislation: Minn. Stat. Sec. 517.01, 517.03, 517.08(1a) & 517.20: defines as opposite-sex, and prohibits and voids same-sex marriages.

Hate Crime(s): Gender Identity is included. Minn. Stat. Sec. 609.2231: Actual/Perceived. Separate crime/penalty established. Data collection.

Population: 17,182

Anoka

Civil Rights Law(s): Only secondary sources used. See Anoka Personnel Policy Manual.

Public Employment: Sec. 7 ("Equal Employment Policy").

Population: 1,032,431

Hennepin County

Civil Rights Law(s): Actual law(s) reviewed. Diversity and Non-Discrimination Policy. (Amd. Res. No. 96-2-60R1, 2/15/96.)

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Same & opposite sex. Soft benefits.

Population: 362,696

Minneapolis

Civil Rights Law(s): Actual law(s) reviewed. City of Minneapolis' Code of Ordinances. See generally, Ch. 139 ("In General"). (Amd. Ord. No 99-68, 3/29/74.) Gender Identity Included: (Amd. Ord. No 99-68, 3/29/74.)

Public Employment: Government employer expressly covered. Sec. 139.40 (b) ("Discrimination in employment").

Private Employment: Sec. 139.40 (b) ("Discrimination in employment"). Also see, in regard only to private employers who have contracts with the City: Sec. 139.50 ("Provisions required in contracts with city").

Union Practices: Sec. 139.40 (a) ("Discrimination by a labor organization").

Public Accommodation: Sec. 139.40 (i) ("Discrimination in public accommodations").

Education: Sec. 139.40 (k) ("Discrimination in educational institutions").

Credit: Sec. 139.40 (h) ("Discrimination in lending").

Housing: Sec. 139.40 (e) ("Discrimination in real estate").

Domestic Partnership Employment Benefits: Invalidated by court.

Domestic Partnership Registry: Invalidated by court

Population: 268,266

St. Paul

Civil Rights Law(s): Actual law(s) reviewed. St. Paul Legislative Code. See generally, Ch. 183 ("Human Rights"). (Amd. Ord. No. 17744, 6/26/90.) Gender Identity Included: (Amd. Ord. No. 17744, 6/26/90.)

Public Employment: Government employer expressly covered. Sec. 183.03 ("Prohibited acts in employment").

Private Employment: Sec. 183.03 ("Prohibited acts in employment").

Union Practices: Sec. 183.03 ("Prohibited acts in employment").

Public Accommodation: Sec. 183.07 ("Prohibited acts in public accommodations").

Education: Sec. 183.05 ("Prohibited acts in education").

Credit: Sec. 183.11 ("Credit discrimination").

Housing: Sec. 183.06 ("Prohibited acts in real property").

Domestic Partnership Employment Benefits: Extent unknown.

Population: 43,000

Woodbury

Civil Rights Law(s): Only secondary sources used. Woodbury City Code. (Amd. Ord. No. 1597, 8/11/93.)

Public Employment: Ch. 2, Art. V. ("Personnel"), Div. 1, Sec. 2-196 ("Recruitment and selection").

Mississippi

Population: 2,697,000

Criminalization of Private & Consensual Sex: Unnatural Intercourse, Miss. Code Ann. Sec. 97-29-59. Opposite & same-sex.

Anti-Marriage Legislation: Miss. Code Ann. Sec. 93-1-1: prohibits same-sex marriage and declares them invalid, null and void.

Hate Crime(s): No Hate Crimes law based on any characteristic.

Missouri

Population: 5,324,000

Criminalization of Private & Consensual Sex: Sexual Misconduct, MO Stat. Ann. Sec. 566.090.
Same-sex only.

Hate Crime(s): Gender Identity is included. MO Stat. Ann. Sec. 557.035: Motivated by.
Discretionary sentence enhancement.

Population: 73,078

Columbia

Civil Rights Law(s): Actual law(s) reviewed. City of Columbia Code. See generally, Ch. 12 (Human Relations), Art. III ("Discriminatory Practices"). Please note that the protected class of "Handicap" is defined in Sec. 12-32 ("Definitions") as including a person with AIDS. (Amd. 7/92.)

Public Employment: Government employer expressly covered. Sec. 12-34 ("Employment").

Private Employment: Sec. 12-34 ("Employment").

Union Practices: Sec. 12-34 (2), (3) & (6) ("Employment").

Public Accommodation: Sec. 12-35 ("Places of public accommodation").

Credit: In regard only to the financing of real estate transactions: Sec. 12-39 ("Real estate loans").

Housing: Sec. 12-38 ("Sale or rental of dwellings").

Population: 89,224

Joplin

Civil Rights Law(s): Actual law(s) reviewed. City Code of Joplin. (Amd. Ord. No. 98-160, 1998.)

Public Accommodation: In regard only to the refusal by a taxi operator to refuse service to an orderly passenger because of their sexual orientation: Part II, Chapter 126 ("Vehicles for Hire") Art. I Sec. 126-12.

Population: 431,553

Kansas City

Civil Rights Law(s): Actual law(s) reviewed. Kansas City Code. See generally, Ch. 38 ("Human Relations"), Art. III ("Discriminatory Practices"). (Amd. Ord. No. 930612, 6/3/93.)

Private Employment: Sec. 38-132 ("Employment").

Union Practices: Sec. 38-132 ("Employment").

Public Accommodation: Sec. 38-137 ("Discriminatory accommodation practices").

Credit: In regard only to the financing of commercial real estate transactions: Sec. 38-134 ("Discrimination in commercial real estate loans").

Housing: Sec. 38-133 ("Housing").

Population: 383,733

St. Louis

Civil Rights Law(s): Actual law(s) reviewed. See generally, Board Bill No. 124, Sec. 9 ("Prohibited Discriminatory Practices") (Amd. Ord. No. 62710, 10/6/92.)

Public Employment: Any employer or all employers covered. Sec. 9 (B) ("Discrimination in Employment").

Private Employment: Sec. 9 (B) ("Discrimination in Employment").

Union Practices: Sec. 9 (B) (2) & (4) ("Discrimination in Employment").

Public Accommodation: Sec. 9 (D) ("Discrimination in Public Accommodations").

Credit: In regard only to the financing of real estate transactions: Sec. 9 (C) (1) (b) ("Discrimination in Provision of Housing or Realty").

Housing: Sec. 9 (C) ("Discrimination in Provision of Housing or Realty").

Domestic Partnership Registry: Opposite & same-sex. Facilitates visitation to medical facilities and jails. See generally, Board Bill No. 10, Ord. No. 64401, 7/1/98.

Montana

Population: 880,453

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Invalidated by *Gryczan v. Montana*, 942 P.2d 112 (Mont. 1997).

Anti-Marriage Legislation: Mont. Code Ann. Sec. 40-1-401 & 40-1-402: prohibits same-sex marriages & sets up mechanism for them to be declared invalid.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Nebraska

Population: 1,662,719

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1978.

Hate Crime(s): Rev. Sta. Neb. Sec 28.110 - 28.114: Because of. Mandatory sentence enhancement. Data collection.

Nevada

Population: 1,746,898

Civil Rights Law(s): Actual law(s) reviewed. Nevada Revised Statutes. See generally, Title 23 ("Public Officers and Employees"), Ch. 281 ("General Provisions") & Title 28, Ch. 338 ("Public Works Projects") & Title 53 ("Labor and Indus. Rel."), Ch. 610 ("Apprenticeships") & Title, 53, Ch. 613 ("Employment Practices"). (Amd. Stat. 1999, 1999 Nev. Stat. ch. 410, Eff. 10/1/99.)

Public Employment: Government employer expressly covered. Sec. 281.370 & Sec. 613.330. Also see, in regard to apprentices: Sec. 610.150 (10).

Private Employment: Sec. 613.330. Also see, in regard to apprentices: Sec. 610.150 (10). Also see, in regard to public contractors: Sec. 338.125

Union Practices: Sec. 613.330.

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1993.

Hate Crime(s): Nev. Rev. Sta. Sec. 193.175: Actual/Perceived. Aggravating factor in sentencing for 1st degree murder & sentence enhancement. Data collection.

Population: 49,301

Carson City

Civil Rights Law(s): Only secondary sources used. See Assembly Bill 311. (Amd 10/1/99.)

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

New Hampshire

Population: 1,185,048

Civil Rights Law(s): Actual law(s) reviewed. New Hampshire Revised Statutes Annotated. See generally, Title 31 ("Trade & Commerce"), Ch. 354-A ("Law Against Discrimination"). (Amd. Stat. 1997, c. 108, Eff. 1/1/98.)

Public Employment: Government employer expressly covered. Sec. 354-A:6 ("Opportunity for Employment Without Discrimination a Civil Right") & Sec. 354-A:7 ("Unlawful Discriminatory Practices").

Private Employment: Sec. 354-A:6 ("Opportunity for Employment Without Discrimination a Civil Right") & Sec. 354-A:7 ("Unlawful Discriminatory Practices").

Union Practices: Sec. 354-A:6 ("Opportunity for Employment Without Discrimination a Civil Right") & Sec. 354-A:7 ("Unlawful Discriminatory Practices").

Records: MO - NH

Public Accommodation: Sec. 354-A:16 ("Equal Access to Public Accommodations a Civil Right") & Sec. 354-A:17 ("Unlawful Discriminatory Practices in Public Accommodations").
Housing: Sec. 354-A:8 ("Equal Housing Opportunity Without Discrimination a Civil Right") & Sec. 354-A:10 ("Unlawful Discriminatory Practices").

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1975.

Hate Crime(s): N. Hamp. Sta. Ann. Sec. 651:6: Because of. Discretionary sentence enhancement.

New Jersey

Population: 8,115,011

Civil Rights Law(s): Actual law(s) reviewed. New Jersey Statutes Annotated. See generally, Title 10 ("Civil Rights"), Ch. 5 ("Law Against Discrimination"). (Amd. Stat. 1991, L.1991, c. 519.)

Public Employment: Government employer expressly covered. Sec. 10:5-12 (a) & (c) ("Unlawful employment practice or unlawful discrimination").

Private Employment: Sec. 10:5-12 (a) & (c) ("Unlawful employment practice or unlawful discrimination").

Union Practices: Sec. 10:5-12 (b) ("Unlawful employment practice or unlawful discrimination").

Public Accommodation: Sec. 10:5-12 (f) ("Unlawful employment practice or unlawful discrimination").

Education: Sec. 10:5-12 (f) ("Unlawful employment practice or unlawful discrimination").

Credit: Sec. 10:5-12 (i) ("Unlawful employment practice or unlawful discrimination").

Housing: Sec. 10:5-12 (g) ("Unlawful employment practice or unlawful discrimination").

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1979.

Hate Crime(s): N. Jer. Sta. Ann. Sec. 2C:12-1, 2C:34-4, 2C:44-3: Because of. Mandatory sentence enhancement & separate crime/penalty established. Data collection.

Population: 247,897

Gloucester County

Domestic Partnership Employment Benefits: Soft benefits.

New Mexico

Population: 1,736,931

Civil Rights Law(s): Only secondary sources used. See Executive Order 85-15, 4/1/85.
Public Employment: See general Civil Rights citation above.

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1975.

Hate Crime(s): No Hate Crimes law based on any characteristic.

Population: 398,492

Albuquerque

Civil Rights Law(s): Only secondary sources used. Mayoral Executive Order. (Amd. 3/30/94.)
Public Employment: See general Civil Rights citation above.

Population: 67,879

Santa Fe

Domestic Partnership Employment Benefits: Soft benefits. Family leave.

New York

Population: 18,175,301

Civil Rights Law(s): Only secondary sources used. Executive Order No. 28, 11/18/83 & Executive Order No. 33, 4/9/96.

Public Employment: See general Civil Rights citation above.

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Invalidated by *People v. Onofre*, 415 N.E.2d 936 (N.Y. 1980).

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Domestic Partnership Employment Benefits: Hard benefits. The Civil Service Employees Association, representing most, but not all New York State public employees, reached an agreement to include domestic partnership benefits in its new contract.

Population: 307,381

Albany County

Civil Rights Law(s): Only secondary sources used. See Local Law No. 1. (Amd. 6/96.)

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Population: 2,623,196

Suffolk County

Civil Rights Law(s): Only secondary sources used. Suffolk County Code. See generally, Sec. 89-1. (Amd. Local Law No. 5-3/1/88.)

Public Employment: See general Civil Rights citation above.

Population: 94,305

Albany

Civil Rights Law(s): Only secondary sources used. Albany City Code. See generally, Ch. 1, Art. XI. (Amd. Ord. No. 97.112.92, 12/792.)

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Population: 4,559

Alfred

Civil Rights Law(s): Only secondary sources used. See Village Ordinance, Art. II. (Amd. 5/74.)

Public Employment: See general Civil Rights citation above.

Population: 34,737

Brighton

Civil Rights Law(s): Only secondary sources used. Town Employment Policy. (Amd. 1992.)

Public Employment: See general Civil Rights citation above.

Population: 323,284

Buffalo

Civil Rights Law(s): Only secondary sources used. City Code. See generally, Sec. 35-12 ("Equal employment opportunity"). (Amd. Ord. 1983.)

Public Employment: Sec. 35-12 (A).

Public Accommodation: Limited to City Services: Sec. 35-12 (B).

Population: 31,256

East Hampton

Civil Rights Law(s): Actual law(s) reviewed. See Res. 278, 8/7/85.

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Population: 16,132

Hampton

Civil Rights Law(s): Only secondary sources used. See Equal Employment Opportunity Policy Statement. (Amd. 1985.)

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Population: 29,389

Ithaca

Civil Rights Law(s): Only secondary sources used. Ithaca Municipal Code. See generally, Ch. 29 ("Fair Practices"). (Amd. Ord. No. 84-13, 9/5/84.) Also see, Ch. 28 ("Housing"). (Amd. 9/94.)

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Sick & bereavement leave, 1991. Health insurance and dental benefits.

Domestic Partnership Registry: Opposite & same-sex. Not limited to residents. No rights specified.

Population: 7,311,966

New York

Civil Rights Law(s): Only secondary sources used. Administrative Code. See generally, Title 8 ("Civil Rights Amendment"). (Amd. 1993)

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Union Practices: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Hard benefits.

Domestic Partnership Registry: Opposite & same-sex. Facilitates visits to jails & hospitals. Exemption from Real Estate Transfer Tax under certain conditions.

Population: 717,649

Onondaga County

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. 8/24/98.)

Public Employment: No citation available.

Private Employment: No citation available.

Population: 18,678

Plattsburgh

Civil Rights Law(s): Actual law(s) reviewed. See Resolution of the Common Council of the City of Plattsburgh, 3/5/92.

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Population: 1,062,470

Rochester

Civil Rights Law(s): Actual law(s) reviewed. See generally, Res. 94-12 ("Resolution Prohibiting Discrimination"). (Amd. Res. No. 83-58, 12/27/83.)

Public Employment: Government employer expressly covered. Res. 94-12, Sec. 2.

Private Employment: In regard only to private employers who have contracts with the City: Res. 94-12, Sec. 3.

Public Accommodation: In regard only to services provided by the City: Res. 94-12, Sec. 1.

Also see, in regard to those who provide City Services pursuant to contracts with the City: Res. 94-12, Sec. 3.

Domestic Partnership Registry: Opposite & same-sex. Not limited to residents. No rights specified.

Population: 85,120

Southampton

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. 1995.)

Public Employment: No citation available.

Population: 152,215

Syracuse

Civil Rights Law(s): Actual law(s) reviewed. Local Law No. 17 ("A Local Law of the City of Syracuse establishing a Fair Practices Law"). See generally, Art. IV ("Unlawful Discriminatory Practices"). (Amd. 10/1/90.)

Public Employment: Any employer or all employers covered. Sec. 1 & 2 ("Unlawful discriminatory practices, employment").

Private Employment: Sec. 1 & 2 ("Unlawful discriminatory practices, employment").

Union Practices: Sec. 1 & 2 ("Unlawful discriminatory practices, employment").

Public Accommodation: Sec. 3 ("Unlawful discriminatory practices, public accommodation").

Education: In regard only to "Education corporation(s) or association(s)": Sec. 4 ("Unlawful discriminatory practices, public accommodation").

Housing: Sec. 5 - 9 ("Unlawful discriminatory practices, housing accommodation and commercial space").

Population: 150,311

Tompkins County

Civil Rights Law(s): Actual law(s) reviewed. See Local Law No. 6-1991 ("Fair Practice"), 12/2/91.

Public Employment: Any employer or all employers covered. Sec. V ("Declaration of Rights"), 2 (a) ("Employment").

Private Employment: Sec. V ("Declaration of Rights"), 2 (a) ("Employment"). See also, in regard only to those private employers who have contracts with the County: Sec. V ("Declaration of Rights"), 2 (g) ("County Contracts").

Union Practices: Sec. V ("Declaration of Rights"), 2 (a) (3) ("Employment").

Public Accommodation: Sec. V ("Declaration of Rights"), 2 (b) ("Public Accommodation").

Education: Sec. V ("Declaration of Rights"), 2 (e) ("Education").

Credit: Sec. V ("Declaration of Rights"), 2 (d) ("Credit").

Housing: Sec. V ("Declaration of Rights"), 2 (c) ("Housing Accommodations").

Population: 51,320

Troy

Civil Rights Law(s): Only secondary sources used. 2-20 Affirmative Action Plan. (Amd. 1/79.)

Public Employment: See general Civil Rights citation above.

Population: 115,300

Watertown

Civil Rights Law(s): Actual law(s) reviewed. See "Resolution Establishing Equal Employment Affirmative Action Plan for the City of Watertown," 5/2/88.

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Records: NY

Population: 897,920

Westchester County

Domestic Partnership Employment Benefits: Extent unknown.

North Carolina

Population: 7,546,493

Criminalization of Private & Consensual Sex: Crime against nature, N.C.Gen.Stat. Sec. 14-177.
Opposite & same-sex.

Anti-Marriage Legislation: N.C.Gen.Stat. Sec. 51-1.2 & 51-2: declares same-sex marriages invalid.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Population: 11,533

Carborro

Civil Rights Law(s): Only secondary sources used. See Carborro City Code. See generally, Art. II, 4-5. (Amd. 12/18/90.)

Public Employment: See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Hard benefits.

Domestic Partnership Registry: Opposite & same-sex. No rights specified.

Population: 85,730

Chapel Hill

Civil Rights Law(s): Only secondary sources used. Chapel Hill City Code. See generally, Art. IV. (Amd. 9/75.)

Public Employment: See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Hard benefits. Family & sick leave, Eff. 4/95.
Health benefits Eff. 5/95.

Domestic Partnership Registry: Opposite & same-sex. Not limited to residents. No rights specified.

Population: 307,206

Durham

Civil Rights Law(s): Actual law(s) reviewed. See Personnel Policy Memorandum No. PER-203, R-2 ("Equal Employment Opportunity"), 9/22/89.

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Population: 259,423

Raleigh

Civil Rights Law(s): Actual law(s) reviewed. See generally, Ord. No. (1969)-889. (Amd. Ord. No. (1988)-106, 1/5/88.)

Public Employment: Government employer expressly covered. Sec. 4.

Private Employment: In regard only to those private employers who have contracts with the City: Sec. 3.

Public Accommodation: In regard only to the provision of City services: Sec. 4.

North Dakota

Population: 638,244

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1973.

Anti-Marriage Legislation: N.D. Cent. Code Sec. 14-03-01 & 14-03-08: defines as opposite-sex and declares same-sex marriages invalid.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Population: 11,209,493

Civil Rights Law(s): In 1999 a new executive order to prohibit discrimination in state civil service was signed by Gov. Bob Taft. Unlike its predecessor, this new order omits explicit protection from discrimination based on "sexual orientation."

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1974.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Population: 21,265**Athens**

Civil Rights Law(s): Actual law(s) reviewed. Athens City Code. See generally, Title 3 ("Administrative"), Ch. 3.07 ("Administrative Departments; Boards and Commissions"). (Amd. Ord. No. 0-157-97, 12/15/97.)

Public Employment: Any employer or all employers covered. Sec. 3.07.62 [A] ("Discrimination in employment").

Private Employment: Sec. 3.07.62 [A] ("Discrimination in employment").

Union Practices: Sec. 3.07.62 [A] (2) ("Discrimination in employment").

Public Accommodation: Sec. 3.07.62 [B] ("Discrimination in public accommodation").

Credit: In regard only to the financing of real estate transactions: Sec. 3.07.62 [C] (3) ("Discrimination in housing").

Housing: Sec. 3.07.62 [C] ("Discrimination in housing").

Population: 502,539**Cleveland**

Civil Rights Law(s): Actual law(s) reviewed. Cleveland City Code. (Amd. Ord. No. 77-94, 1/10/94) & (Amd. Ord. No. 272-96, 2/12/96.)

Public Employment: Any employer or all employers covered. Sec. 667.05 ("Unlawful Discrimination in Employment").

Private Employment: In regard only to private employers who have contracts with the City: Sec. 187.04 ("Employment; Nondiscrimination; Goals of Contractors") & Sec. 187.11 ("Equal Opportunity Clause").

Union Practices: Limited to City Employee Unions: Sec. 667.05 ("Unlawful Discrimination in Employment").

Public Accommodation: Sec. 667.01 ("Discrimination in Public Accommodations").

Housing: Sec. 665.02 ("Unlawful Discriminatory Housing Practices").

Population: 53,533**Cleveland Heights**

Civil Rights Law(s): Actual law(s) reviewed. Cleveland Heights City Code. See generally, Ch. 749 ("Housing Delivery System"). Also see, Ch. 171 ("Administrative Code"). (Amd. Ord. No. 154-1994 (AS), 1/3/95.)

Private Employment: In regard only to private employers who have contracts with the City: Ch. 171.

Credit: In regard only to the financing of real estate transactions: Sec. 749.03 (b) ("Unlawful Housing Practices").

Housing: Sec. 749.03 ("Unlawful Housing Practices").

Population: 642,987**Columbus**

Civil Rights Law(s): Actual law(s) reviewed. See generally, Title 23 "General Offenses Code", Ch. 23.31 ("Discriminatory Practices; Civil Rights; Disclosure"). (Amd. 1984.)

Public Employment: Government employer expressly covered. Sec. 23.31.03 ("Unlawful employment practices").

Private Employment: Sec. 23.31.03 ("Unlawful employment practices").

Union Practices: Sec. 23.31.03 ("Unlawful employment practices").

Public Accommodation: Sec. 23.31.04 ("Unlawful public accommodations").
Credit: In regard only to the financing of real estate transactions: Sec. 23.31.02 (3) ("Fair housing").
Housing: Sec. 23.31.02 ("Fair housing").

Population: 1,412,140 **Cuyahoga County**

Civil Rights Law(s): Actual law(s) reviewed. See Affirmative Action Plan. (Amd. 8/8/86.)
Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Population: 55,682 **Lakewood**

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. 1997.)
Housing: No citation available.

Population: 185,900 **North Olmstead**

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. 1996.)
Housing: No citation available.

Population: 7,929 **Oberlin**

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. 1996.)
Public Employment: No citation available.
Housing: No citation available.

Population: 312,174 **Toledo**

Civil Rights Law(s): Actual law(s) reviewed. Toledo Municipal Code. See generally, Ch. 554. (Amd. Ord. No. 1183-98, 12/8/98.) Gender Identity Included: (Amd. Ord. No. 1183-98, 12/8/98.)
Public Employment: Any employer or all employers covered. Sec. 554.02 ("Prohibited employment discrimination; exemptions").
Private Employment: Sec. 554.02 ("Prohibited employment discrimination; exemptions").
Union Practices: Sec. 554.02 ("Prohibited employment discrimination; exemptions").
Public Accommodation: Sec. 554 ("Business establishments") & ("Places of Public Accommodation")
Credit: In regard only to the financing of real estate transactions: Sec. 554.03 (d) ("Prohibited real estate discrimination").
Housing: Sec. 554.03 ("Prohibited real estate discrimination").

Population: 4,315 **Yellow Springs**

Civil Rights Law(s): Only secondary sources used. Town Charter. See generally, Sec. 29. (Amd. 11/79.)
Public Employment: See general Civil Rights citation above.
Private Employment: See general Civil Rights citation above.
Union Practices: See general Civil Rights citation above.
Public Accommodation: See general Civil Rights citation above.
Credit: See general Civil Rights citation above.
Housing: See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Extent unknown.

Population: 84,650 **Youngstown**

Civil Rights Law(s): Only secondary sources used. No citation available.
Public Employment: No citation available.

Private Employment: No citation available.
Public Accommodation: No citation available.
Credit: No citation available.
Housing: No citation available.

Oklahoma

Population: 3,346,713

Criminalization of Private & Consensual Sex: Crime against nature, Okla. Stat. tit. 21 Sec. 886.
Same-sex only.

Anti-Marriage Legislation: Okla. Stat. tit. 43 Sec. 3 & 3.1: defines as opposite-sex & declares same-sex marriages invalid.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Oregon

Population: 3,281,974

Civil Rights Law(s): No legislation. However in the decision of *Tanner v. OHSU*, the C. of A. ruled that employment discrimination based on sexual orientation was prohibited. It held further, that this prohibition of discrimination mandated that the domestic partners of employees be extended equivalent benefits as that given to married spouses.

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1972.

Hate Crime(s): Or. Rev. Sta. Sec 166.155, 166.165: Perception of. Separate crime/penalty established.
Data collection.

Domestic Partnership Employment Benefits: Opposite & same-sex. Soft benefits. Bereavement leave. Pursuant to collective bargaining agreement.

Population: 16,234

Ashland

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. 1993.)

Public Employment: No citation available.

Private Employment: No citation available.

Public Accommodation: No citation available.

Housing: No citation available.

Population: 77,755

Benton County

Civil Rights Law(s): Actual law(s) reviewed. See generally, Ord. No. 98-0139, 14/8/98. Gender Identity Included: (Ord. No. 98-0139, 14/8/98.)

Public Employment: Any employer or all employers covered. Sec. 5 (2) ("Discrimination in Employment Prohibited").

Private Employment: Sec. 5 (2) ("Discrimination in Employment Prohibited").

Public Accommodation: Sec. 7 (2) ("Discrimination in Places of Public Accommodation Prohibited").

Housing: Sec. 6 (2) ("Discrimination in selling, renting, or leasing real property prohibited")

Population: 44,810

Corvallis

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. 1992.)

Public Employment: No citation available.

Private Employment: No citation available.

Public Accommodation: No citation available.

Housing: No citation available.

Records: OH - OR

71

Population: 115,963 **Eugene**

Civil Rights Law(s): Actual law(s) reviewed. Eugene Code. See generally, Secs. 4.615 - 4.655. (Amd. Ord. No. 19970, 7/11/94.)

Public Employment: Government employer expressly covered. Sec. 4.620 ("Human Rights - Employment Practices").

Private Employment: Sec. 4.620 ("Human Rights - Employment Practices").

Union Practices: Sec. 4.620 (i) (g) ("Human Rights - Employment Practices").

Public Accommodation: Sec. 4.635 ("Human Rights - Public Accommodations Practices").

Housing: Sec. 4.630 ("Human Rights - Housing Practices").

Domestic Partnership Employment Benefits: Hard benefits. Only available to non-unionized employees.

Population: 85,021 **Gresham**

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Medical & dental.

Population: 2,024 **King City**

Domestic Partnership Employment Benefits: Extent unknown.

Population: 34,704 **Lake Oswego**

Domestic Partnership Employment Benefits: All benefits available to same-sex couples, but only some available to opposite-sex couples. Hard benefits. Medical, dental & vision benefits. Compassionate & sick leave.

Population: 20,940 **Oregon City**

Domestic Partnership Employment Benefits: Extent unknown.

Population: 1,007,782 **Portland**

Civil Rights Law(s): Actual law(s) reviewed. Portland City Code. See generally, Ch. 23.01 ("Civil Rights"). (Amd. Ord. No. 164709, 10/3/91.) Also see, Title 4 ("Portland City Personnel System"). Also see, Res. No. 31510, 12/74. Gender Identity Included: Res. No. 1851, 12/23/98 made "gender identity" a protected class in regard only to City employment.

Public Employment: Government employer expressly covered. Sec. 23.01.050 (B) ("Discrimination in Employment Prohibited"). Also see, Title 4 ("Portland City Personnel System"). Also see, Res. No. 1851.

Private Employment: Sec. 23.01.050 (B) ("Discrimination in Employment Prohibited").

Public Accommodation: Sec. 23.01.070 (B) ("Discrimination on Places of Public Accommodation Prohibited").

Housing: Sec. 23.01.060 (B) ("Discrimination in Selling, Renting, or Leasing Real Property Prohibited").

Domestic Partnership Employment Benefits: Hard benefits.

Population: 36,920 **Tigard**

Domestic Partnership Employment Benefits: Same-sex only. Hard benefits. Medical, dental & vision.

Population: 581,736 **Washington County**

Domestic Partnership Employment Benefits: Extent unknown.

Population: 21,000

West Linn

Domestic Partnership Employment Benefits: Extent unknown.

Pennsylvania

Population: 12,001,451

Civil Rights Law(s): Actual law(s) reviewed. See generally, Executive Order No. 1996-9 ("Equal Employment Opportunity"), 12/20/96. Note that "AIDS or HIV status" is also a protected class. Protection originally included in Executive Order No. 1988-1.

Public Employment: Government employer expressly covered. Sec. 1 ("Prohibition of discrimination and affirmation of equal opportunity").

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Invalidated by Commonwealth v. Bonadio, 415 A.2d 47 (Pa. 1980).

Anti-Marriage Legislation: 23 Pa. Cons. Stat. Ann. Sec. 1704: declares same-sex marriage against public policy & voids.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Population: 386,667

Northampton County

Civil Rights Law(s): Only secondary sources used. See Policy Statement. (Amd. 1996.)

Public Employment: See general Civil Rights citation above.

Population: 53,430

Harrisburg

Civil Rights Law(s): Actual law(s) reviewed. Harrisburg City Code. See generally, Title 4 ("Human Relations and Discrimination"), Ch. 4-105 ("Unlawful Practices"). (Amd. 3/83.) Gender Identity Included: (Amd. 3/83.)

Public Employment: Government employer expressly covered. Sec. 4-105.1 ("Unlawful Employment Practice").

Private Employment: Sec. 4-105.1 ("Unlawful Employment Practice").

Union Practices: Sec. 4-105.1 ("Unlawful Employment Practice").

Public Accommodation: Sec. 4-105.3 ("Unlawful Public Accommodations Practice").

Education: Sec. 4-105.4 ("Unlawful Educational Practice").

Credit: 4-105.5 ("Unlawful Lending Practices").

Housing: Sec. 4-105.2 ("Unlawful Housing and Commercial Property Practices").

Population: 57,171

Lancaster

Civil Rights Law(s): Actual law(s) reviewed. Lancaster Codified Ordinances. See generally, Ch. 125 ("Discrimination"). (Amd. Ord. No. 11-1991, 3/26/91.)

Public Employment: Government employer expressly covered. Sec. 125-8 ("Unlawful employment practices").

Private Employment: Sec. 125-8 ("Unlawful employment practices").

Union Practices: Sec. 125-8 ("Unlawful employment practices").

Public Accommodation: Sec. 125-11 ("Unlawful public accommodations practices").

Education: Sec. 125-10 ("Unlawful educational practices").

Credit: In regard only to the financing of real estate transactions: Sec. 125-9 (E) ("Unlawful housing practices").

Housing: Sec. 125-9 ("Unlawful housing practices").

Population: 7,345

Oxford

Civil Rights Law(s): Only secondary sources used. Oxford Equal Employment Opportunity Policy.

Public Employment: See general Civil Rights citation above.

Records: OR - PA

73

Population: 1,436,287

Philadelphia

Civil Rights Law(s): Actual law(s) reviewed. Philadelphia Code. See generally, Ch. 9-1100 ("Fair Practices"). (Amd. 1982.)

Public Employment: Government employer expressly covered. Sec. 9-1103 ("Unlawful Employment Practices").

Private Employment: Sec. 9-1103 ("Unlawful Employment Practices").

Union Practices: Sec. 9-1103 ("Unlawful Employment Practices").

Public Accommodation: Sec. 9-1105 ("Unlawful Public Accommodations Practice").

Education: Sec. 9-1105 ("Unlawful Public Accommodations Practice") & Sec. 9-1102 ("Definition" of "Public Accommodation" includes "primary and secondary schools, high school...colleges and universities").

Credit: Sec. 9-1105 ("Unlawful Public Accommodations Practice") & Sec. 9-1102 ("Definition" of "Public Accommodation" includes "financial institutions").

Housing: Sec. 9-1104 ("Unlawful Housing Practices").

Domestic Partnership Employment Benefits: Hard benefits. Executive Order. City employees also enjoy housing tax breaks previously given to only married couples as a result of 5/7/98 expansion.

Domestic Partnership Registry: No information available.

Population: 340,520

Pittsburgh

Civil Rights Law(s): Actual law(s) reviewed. Pittsburgh City Code. See generally, Ch. 651 ("Findings and Policy") & Ch. 659 ("Unlawful Practices"). (Amd. 4/3/90.) Gender Identity Included: (Amd. Ord. 1-1997, Eff. 2/7/97.)

Public Employment: Government employer expressly covered. Sec. 659.02 ("Unlawful Employment Practices").

Private Employment: Sec. 659.02 ("Unlawful Employment Practices").

Union Practices: Sec. 659.02 ("Unlawful Employment Practices").

Public Accommodation: Sec. 659.04 ("Unlawful Public Accommodations Practices").

Housing: Sec. 659.03 ("Unlawful Housing Practices").

Domestic Partnership Employment Benefits: Extent unknown. To AFSCME and teamsters, 1/1/99; to non-union city employees, 5/25/99

Population: 39,550

State College

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. Ord. No. 1407, 3/193.)

Public Employment: No citation available.

Population: 39,978

York

Civil Rights Law(s): Actual law(s) reviewed. York City Code. See, generally, Art. 183 ("Fair Housing"). (Amd. Ord. No. 3-1993, 2/16/93 - "Sexual Orientation" Only.) Also see, Art. 185 ("Human Relations"). (Amd. Ord. No. 9, 9/15/98 - "Sexual Orientation" & "Gender Identity.") Gender Identity Included: (Amd. Ord. No. 9, 9/15/98.)

Public Employment: Government employer expressly covered. Sec. 185.05 ("Unlawful Discriminatory Practices in Employment").

Private Employment: Sec. 185.05 ("Unlawful Discriminatory Practices in Employment").

Union Practices: Sec. 185.05 ("Unlawful Discriminatory Practices in Employment").

Public Accommodation: Sec. 185.07 ("Unlawful Discriminatory Practices in Public Accommodations").

Credit: In regard only to the financing of real estate transactions: Sec. 185.06 ("Unlawful Discriminatory Practices in Housing").

Housing: Sec. 183.03 ("Prohibited Acts"). Also see, Sec. 185.06 ("Unlawful Discriminatory Practices in Housing").

Rhode Island

Population: 988,480

Civil Rights Law(s): Actual law(s) reviewed. General Laws of Rhode Island. See generally, Ch. 28-5 ("Fair Employment Practices") & Ch. 28-5.1 ("Equal Opportunity and Affirmative Action") & Ch. 34-37 ("Rhode Island Fair Housing Practices Act") & Ch. 11-24 ("Hotels And Public Places"). (Amd. Stat. 1995, P.L. 1995, ch. 32, Eff. 5/22/95.)

Public Employment: Government employer expressly covered. Sec. 28-5-5 ("Right to equal employment opportunities") & Sec. 28-5-7 ("Unlawful employment practices").

Private Employment: Sec. 28-5-5 ("Right to equal employment opportunities") & Sec. 28-5-7 ("Unlawful employment practices").

Union Practices: Sec. 28-5-5 ("Right to equal employment opportunities") & Sec. 28-5-7 ("Unlawful employment practices").

Public Accommodation: Sec. 11-24-2 ("Discriminatory practices prohibited") & Sec. 11-24-2.2 ("Discrimination based on sexual orientation").

Education: Extent unclear but arguably includes public schools: Sec. 28-5.1-8 ("Education, training, and apprenticeship programs").

Credit: Sec. 34-37-4.3 ("Discrimination in granting credit or loans prohibited").

Housing: Sec. 34-37-2 ("Rights to equal housing opportunities - Civil rights") & Sec. 34-37-4 ("Unlawful housing practices").

Repeal or Invalidity of Criminalization of Private & Consensual Sex: Repealed in 1998.

Hate Crime(s): Rh. Is. Gen. Laws Sec. 12-19-38: Actual/Perceived. Mandatory sentence enhancement. Data collection.

Population: 150,890

Providence

Civil Rights Law(s): Only secondary sources used. See 95-H 6678, Sub. A. (Amd. 5/22/95.)

Public Employment: See general Civil Rights citation above.

Private Employment: See general Civil Rights citation above.

Union Practices: See general Civil Rights citation above.

Public Accommodation: See general Civil Rights citation above.

Education: See general Civil Rights citation above.

Credit: See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

South Carolina

Population: 3,835,962

Criminalization of Private & Consensual Sex: Buggery, S.C. Code Ann. Sec. 16-15-120. Opposite & same-sex.

Anti-Marriage Legislation: S.C. Code Ann. Sec. 20-1-10 & 20-1-15; prohibits same-sex marriages & declares them void ab initio.

Hate Crime(s): No Hate Crimes law based on any characteristic.

Population: 453,932

Columbia

Civil Rights Law(s): Only secondary sources used. See Personnel Handbook. (Amd. 6/15/93.)

Public Employment: See general Civil Rights citation above.

South Dakota

Population: 738,171

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1977.

Anti-Marriage Legislation: S.D. Codified Laws Sec. 25-1-1 & Sec. 25-1-38: defines as opposite-sex and declares invalid same-sex marriages.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Population: 123,509

Minnehaha County

Civil Rights Law(s): Actual law(s) reviewed. Minnehaha County Manual. See generally, Ch. 3 ("Minnehaha County Employment Handbook"). (Amd. 1979.)

Public Employment: Government employer expressly covered. Sec. A-1 ("Affirmative Action - Statement of Equal Opportunity Employment in Minnehaha County").

Tennessee

Population: 5,430,621

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Invalidate by Campbell v. Sundquist, 926 S.W.2d 250 (Tenn.Ct.App. 1996).

Anti-Marriage Legislation: Tenn. Code Ann. Sec. 36-3-103, 36-3-111, 36-3-113 & 36-3-306: defines as opposite-sex, prohibits same-sex marriages & invalidates them.

Hate Crime(s): Hate Crimes laws do not protect specific groups of people.

Texas

Population: 19,759,614

Criminalization of Private & Consensual Sex: Homosexual Conduct, Tex. Penal Code Ann. Sec 21.06. Same-sex only.

Hate Crime(s): Hate Crimes laws do not protect specific groups of people.

Population: 492,329

Austin

Civil Rights Law(s): Actual law(s) reviewed. Austin City Code Book. See generally, Title VII ("Human Resources and Civil Rights"), Ch. 7.1 to 7.4. "Employment" protection - (Amd. Ord. No. 750710-A, 7/10/75). "Housing" protection - (Amd. Ord. 820218-D, 2/18/82.) Also see, Title VII, Ch. 7.5 ("Discrimination Against Persons with AIDS"). (Amd. Ord. 861211-V, 1981.)

Public Employment: Government employer expressly covered. Ch. 7.3

Private Employment: Ch. 7.3 & 7.4.

Union Practices: Ch 7.3

Public Accommodation: Ch. 7.2

Housing: Ch. 7.1.

Population: 1,022,497

Dallas

Civil Rights Law(s): Only secondary sources used. Dallas City Code. (Amd. Ord. 22318, 1/95.)

Public Employment: Ch. 34, Art. V, Sec. 34-35.

Population: 1,800,000

Houston

Civil Rights Law(s): Only secondary sources used. No citation available. (Amd. 1998.)

Public Employment: No citation available.

Legislating
Equality

Population: 845,439

Travis County

Domestic Partnership Employment Benefits: Soft benefits. Family sick leave.

Utah

Population: 2,099,758

Criminalization of Private & Consensual Sex: Sodomy, Utah Code Sec. 76-5-403. Opposite & same-sex.

Anti-Marriage Legislation: Utah Code Ann. Sec. 30-1-2 (5) & 30-1-4: voids and prohibits same-sex marriages.

Hate Crime(s): Sexual Orientation included only for data collection.

Population: 1,085,803

Salt Lake County

Civil Rights Law(s): Actual law(s) reviewed. Salt Lake County Code. See generally, Title 2 ("Administration & Personnel), Ch. 2.80 ("Personnel Management"). (Amd. Ord. No. 1212, 9/30/92.)

Public Employment: Government employer expressly covered. See Sec. 2.80.140 ("Discrimination Prohibited").

Population: 174,348

Salt Lake City

Civil Rights Law(s): Actual law(s) reviewed. Salt Lake City Code. See generally, Ch. 2.53. (Amd. Ord. No. 87, 11/17/98.) An earlier version of this law, which specifically listed "sexual orientation" as an irrelevant consideration was repealed after pressure by some residents.

Public Employment: Government employer expressly covered. Sec. 2.53.030 (B) (2) ("Prohibited in employment decisions and practices"). See note below.

Notes: Sec. 2.53.030 (B) (2) states that: "(a) the status of having a lifestyle which is irrelevant to successful job performance; and (b) the status of being in or outside of an adult interpersonal relationship or a family relationship" are not "job related criteria" and shall not be considered.

Vermont

Population: 585,000

Civil Rights Law(s): Actual law(s) reviewed. Vermont Statutes Annotated. See generally, Title 21, Ch. 5 ("Employment Practices") & Title 9, Ch. 139 (Discrimination; Public Accommodation; Rental and Sale of Real Estate) & Title 8, Ch. 57 ("Investments & Loans") & Title 16, Ch. 1 ("Administration Generally). (Amd. Act 1991, No. 135 Adj. Sess. "Human Rights Law".)

Public Employment: Government employer expressly covered. Title 21, Ch. 5, Sec. 495 ("Unlawful employment practice")

Private Employment: Title 21, Ch. 5, Sec. 495 ("Unlawful employment practice")

Union Practices: Title 21, Ch. 5, Sec. 495 ("Unlawful employment practice")

Public Accommodation: Title 9, Ch. 139, Sec. 4502 ("Public accommodations").

Education: Prohibits "harassment" based on "sexual orientation": Title, 16, Ch. 1, Sec. 11(a)(26) ("Classifications and definitions").

Credit: Title 8, Ch. 57, Sec. 1211(a) & Sec. 1302(2).

Housing: Title 9, Ch. 139, Sec. 4503 ("Unfair housing practices")

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1977.

Hate Crime(s): Gender Identity is included. Ver. Sta. Ann Sec. 1454 - 1457: Actual/Perceived. Mandatory sentence enhancement. Data collection.

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Medical & dental.

Population: 38,569

Burlington

Civil Rights Law(s): Only secondary sources used. See Personnel Policy for City Employees. (Amd. 1992.)

Public Employment: See general Civil Rights citation above.

Private Employment: No citation available.

Domestic Partnership Employment Benefits: No information available.

Virginia

Population: 6,791,345

Criminalization of Private & Consensual Sex: Crime against nature, Virg. Code Sec. 18.2-361. Opposite & same-sex.

Anti-Marriage Legislation: Va. Code Ann. Sec. 20-45.2: prohibits and voids same-sex marriages.

Hate Crime(s): Hate Crimes laws do not include crimes based on Sexual Orientation.

Population: 170,936

Arlington County

Civil Rights Law(s): Actual law(s) reviewed. Arlington County Code. See generally, Ch. 31 ("Human Rights Law"). (Amd. 11/14/92).

Private Employment: Sec. 31-3 (b) ("Prohibited acts - Employment").

Union Practices: Sec. 31-3 (b) (3) - (5) ("Prohibited acts - Employment").

Public Accommodation: Sec. 31-3 (c) ("Prohibited acts - Public accommodations").

Education: Sec. 31-3 (e) ("Prohibited acts - Education").

Credit: Sec. 31-3 (d) ("Prohibited acts - Credit").

Housing: Sec. 31-3 (a) ("Prohibited acts - Housing").

Population: 118,300

Alexandria

Civil Rights Law(s): Actual law(s) reviewed. Code of the City of Alexandria. See generally, Title 12 ("Education, Social Services and Welfare"), Ch. 4 ("Human Rights"). (Amd. Ord. No. 3328, 10/15/88.)

Public Employment: Any employer or all employers covered. Sec. 12-4-5 ("Unlawful employment practices").

Private Employment: Sec. 12-4-5 ("Unlawful employment practices"). Also see, Sec. 12-4-6 ("City Contracts").

Union Practices: Sec. 12-4-5 ("Unlawful employment practices").

Public Accommodation: Sec. 12-4-8 ("Public accommodations"). Also see, Sec. 12-4-7 ("Health and social service practices").

Education: Sec. 12-4-10 ("Education").

Credit: Sec. 12-4-9 ("Credit").

Housing: Sec. 12-4-4 ("Unlawful housing practices").

Population: 40,558

Charlottesville

Civil Rights Law(s): Actual law(s) reviewed. Charlottesville City Code. See generally, Ch. 19. See also Ch. 22. (Amd. Ord. No. 7-18-94, 7/18/94.)

Public Employment: Government employer expressly covered. Sec. 19-7 ("Equal employment opportunity").

Private Employment: For those who have contracts with the City for more than \$10,000: Sec. 22-11 ("Nondiscrimination provisions required in certain contracts").

Population: 432,380

Virginia Beach

Civil Rights Law(s): Actual law(s) reviewed. See Policy 6.06 ("Equal Employment Opportunity"). (Amd. 4/95.)

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Washington

Population: 5,698,263

Civil Rights Law(s): Actual law(s) reviewed. See Executive Order No. 85-09 ("Prohibiting Discrimination and Establishing Affirmative Action Policy and Rescinding Executive Order 84-10"), 12/24/85.

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1976.

Anti-Marriage Legislation: Rev. Code Wash. Sec. 26.04.010 & 26.04.020: defines as opposite-sex, prohibits and voids same-sex marriages.

Hate Crime(s): Rev. Code Wash. Sec. 9A.36.078 - 9A.36.080: Perception of. Separate crime/penalty established. Data collection.

Population: 64,169

Clallam County

Civil Rights Law(s): Actual law(s) reviewed. See Clallam County Affirmative Action Policy. (Amd. 11/2/76.)

Public Employment: Government employer expressly covered. Sec. 12.1.

Population: 326,943

Clark County

Civil Rights Law(s): Actual law(s) reviewed. See Equal Employment Opportunity Policy. (Amd. 10/95.)

Public Employment: Government employer is expressly covered. Sec. A (2).

Population: 2,123,130

King County

Civil Rights Law(s): Actual law(s) reviewed. King County Code. See generally, Ch. 12.18 ("Fair Employment Practices.") (Amd. Ord. No. 7430, 1985.) Also see, Ch. 12.20 ("Open Housing") & Ch. 12.22 ("Discrimination in Places of Public Accommodations"). (Amd. Ord. No. 8625, 1988.)

Public Employment: Government employer expressly covered. Sec. 12.18.030 ("Unfair employment practices prohibited").

Private Employment: Sec. 12.18.030 ("Unfair employment practices prohibited").

Union Practices: Sec. 12.18.030 ("Unfair employment practices prohibited").

Public Accommodation: Sec. 12.22.030 ("Discrimination in places of public accommodation").

Housing: Sec. 12.20.040 ("Unfair housing practices - Designated").

Domestic Partnership Employment Benefits: Hard benefits. Medical.

Population: 29,114

Lacey

Civil Rights Law(s): Actual law(s) reviewed. Lacey Municipal Code. See generally, Ch. 9.48 ("Unfair Housing Practices"). (Amd. Ord. No. 1050, 1/23/97.) Also see, Sec. 2 ("General Policies and Procedures"), "Equal Opportunity Employer and Service Provider," (Amd. 6/97.)

Public Employment: Government employer expressly covered. "Equal Opportunity Employer and Service Provider."

Credit: In regard only to the financing of real estate transactions: Sec. 9.48.040 (C) ("Forbidden unfair housing practices designated.")

Housing: Sec. 9.48.040 ("Forbidden unfair housing practices designated.")

Population: 39,188

Olympia

Civil Rights Law(s): Actual law(s) reviewed. Olympia Municipal Code. See generally, Title I, "Discrimination Prohibited in Delivery of City Services and Resources". (Amd. Ord. No. 4692,

Records: VT - WA

79

6/17/86 - Only "Sexual Orientation".) See also, Ch. 5.80 ("Unfair Housing Practices"). (Amd. Ord. No. 5670, 2/25/97 - "Sexual Orientation" & "Gender Identity.") Gender Identity Included: (Amd. Ord. No. 5670, 2/25/97.)

Public Employment: Government employer expressly covered. Administrative Guideline No. 1 ("Equal Employment Opportunity/Affirmative Action"). (Amd. Res. No. M-1303, 12/90.)

Public Accommodation: In regard only to services provided by the City: Title 1.

Credit: In regard only to the financing of real estate transactions: Sec. 5.80.040 (C) ("Prohibited practices designated").

Housing: Sec. 5.80.040 ("Prohibited practices designated").

Hate Crime(s): See generally, Ch. 9.20 & 9.40. Amd. Ord. No. 5401, 9/14/93.

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Sick & bereavement leave. Medical & dental benefits. Decision of City Council, 11/5/94.

Population: 24,950

Pullman

Civil Rights Law(s): Actual law(s) reviewed. Pullman City Code. See generally, Title 15 ("Fair Housing"), Ch. 15.04 ("Fair Housing Code"). (Amd. Ord. 81-6, 1981.) Also see, "Affirmative Action Policy for The City of Pullman". (Amd. Ord. No. B-271, 4/20/76.)

Public Employment: Government employer expressly covered. Affirmative Action Policy for The City of Pullman, Sec. 2.

Credit: In regard only to the financing of real estate transactions: Sec. 15.04.060 ("Prohibited acts of lenders").

Housing: Sec. 15.04.040 ("Housing discrimination prohibited").

Population: 536,978

Seattle

Civil Rights Law(s): Actual law(s) reviewed. Seattle Municipal Code. See generally, Ch. 14.04 ("Fair Employment Prac.") & Ch. 14.08 ("Unfair Housing Practices"). (Amd. Ord. No. 109116, 1980.) Gender Identity Included: "Sexual orientation" included "transexuality, or transvestism" (Amd. Ord. No. 112903, 1986) but now "Gender Identity" is a separately listed protected class (Amd. Ord. 119628, 8/30/99.)

Public Employment: Government employer expressly covered. Subchapter II, Sec. 14.04.040 ("Unfair employment practices designated").

Private Employment: Subchapter II, Sec. 14.04.040 ("Unfair employment practices designated").

Union Practices: Subchapter II, Sec. 14.04.040 ("Unfair employment practices designated").

Credit: In regard only to the financing of real estate transactions: Sec. 14.08.060 ("Discrimination in real estate-related transactions").

Housing: Sec. 14.08.040 ("Unfair Practices-Generally").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Sick & bereavement leave, 8/89. Health & dental, 5/1/90.

Domestic Partnership Registry: Opposite & same-sex. Not limited to residents. No rights specified.

Notes: Ch. 20.45 of the Seattle Municipal Code requires private employers holding contracts with the City that have an estimated value of \$33,000.00 or more to provide both hard & soft benefits to employees with domestic partners at the same level as it does for employees with spouses to whom they are married. However, to the extent that the cost of providing employment benefits to the domestic partners of employees exceeds the cost of providing those same benefits to the spouses of employees (or vice versa) the employee is required to make up the difference. (Amd. Ord. Council Bill # 112928, 11/23/99. Applicable to all contracts awarded on or after September 30, 2000.)

Population: 184,058

Spokane

Civil Rights Law(s): Actual law(s) reviewed. Spokane Municipal Code. See generally, Title 1, Ch. 1.06 ("Law Against Discrimination"). (Amd. Ord. No. C-32232, 1/25/99.)

Public Employment: Government employer expressly covered. Sec. 1.06.080 ("Nondiscrimination in Employment Practices").

Private Employment: Sec. 1.06.080 ("Nondiscrimination in Employment Practices").

Union Practices: Sec. 1.06.080 (B) & (D) ("Nondiscrimination in Employment Practices").
Public Accommodation: Sec. 1.06.090 (B) ("Non-Discrimination - Public Accommodation Practices").
Housing: Sec. 1.06.090 (A) ("Non-Discrimination - Housing Practices").

Population: 319,047

Thurston County

Civil Rights Law(s): Actual law(s) reviewed. See Thurston County Policy, ("Equal Opportunity"). (Amd. 1987.)

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Housing: See general Civil Rights citation above.

Population: 11,488

Tumwater

Civil Rights Law(s): Actual law(s) reviewed. Tumwater Municipal Code. See generally, Ch. 9.36 ("Unfair Housing Practices Ordinance"). (Amd. Ord. No. 1380, 7/20/93.)

Credit: In regard only to the financing of real estate transactions: Sec. 9.36.040 (C) ("Unfair housing practices - Designated").

Housing: Sec. 9.36.040 ("Unfair housing practices - Designated").

Population: 73,526

Vancouver

Civil Rights Law(s): Actual law(s) reviewed. Vancouver Municipal Code. (Amd. Ord. No. 3084, 10/4/93.)

Public Employment: Government employer expressly covered. Ch. 2.69.

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Medical, dental & vision. Family sick & bereavement leave.

West Virginia

Population: 1,811,156

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1976.

Hate Crimes: Hate Crimes laws do not include crimes based on Sexual Orientation.

Population: 26,679

Morgantown

Civil Rights Law(s): Actual law(s) reviewed. See Personnel Rules of the City of Morgantown. (Amd. 9/21/93.)

Public Employment: Government employer expressly covered. See general Civil Rights citation above.

Wisconsin

Population: 5,223,500

Civil Rights Law(s): Actual law(s) reviewed. Wisconsin Statutes Annotated. See generally, Ch. 111 ("Employment Relations") & Ch. 106 ("Apprentice and Employment Programs") & Ch. 118 ("General School Operations") & Ch. 38 ("Technical College System") & Ch. 36 ("University of Wisconsin System") & Ch. 224 ("...Bankers...")(Amd. Act 1981, Ch. 112, Laws of 1981, Eff. 3/3/82.)

Public Employment: Government employer expressly covered. Sec. 111.321 ("Prohibited bases of discrimination"). Also see, in regard to employment with municipalities: Sec. 111.70 ("Municipal Employment").

Private Employment: Sec. 111.321 ("Prohibited bases of discrimination").

Union Practices: Sec. 111.075

Public Accommodation: Sec. 106.04 (g) ("Public place of accommodation or amusement").
Education: In regard to "public schools": Sec. 118.13. Also see, in regards to "charter schools": Sec. 118.40 (4) (2). Also see, in regard to "technical colleges": Sec. 38.23. Also see, in regard to the University of Wisconsin: Sec. 36.12
Credit: Sec. 224.77 (1) (o) ("Prohibited Conduct").
Housing: Sec. 106.04 (2) ("Discrimination Prohibited").

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1983.

Hate Crime(s): Wis. Sta. Sec 939.654: Belief/Perception. Some sentence enhancement & separate crime/penalty established for damage to property.

Population: 424,586

Dane County

Civil Rights Law(s): Only secondary sources used. Dane County Code of Ordinances. See generally, Ch. 74. (Amd. 1986-1987)

Public Employment: See general Civil Rights citation above.

Domestic Partnership Employment Benefits: Soft benefits. Bereavement leave.

Population: 195,161

Madison

Civil Rights Law(s): Actual law(s) reviewed. Madison City Code. See generally, Ch. 3.23 ("Equal Opportunities Ordinance"). (Amd. 1978.)

Public Employment: Government employer expressly covered. Sec. 3.23 (8) ("Employment Practices").

Private Employment: Sec. 3.23 (8) ("Employment Practices").

Union Practices: Sec. 3.23 (8) (d) ("Employment Practices").

Public Accommodation: Sec. 3.23 (5) ("Public Place of Accommodation or Amusement").

Credit: Sec. 3.23 (3) ("Credit").

Housing: Sec. 3.23 (4) ("Housing").

Domestic Partnership Employment Benefits: Opposite & same-sex. Hard benefits. Sick & bereavement leave extended in 1988; Medical Benefits extended Eff. 1/1/2000. (Amd. Res. No. 56617, 9/16/99).

Domestic Partnership Registry: Opposite & same-sex only. Not limited to residents.

Population: 617,043

Milwaukee

Civil Rights Law(s): Actual law(s) reviewed. Milwaukee City Code. See generally, Ch. 109 ("Housing and Employment Discrimination"). (Amd. Ord. No. 892540, 10/16/90, Eff. 1/2/91.)

Private Employment: Sec. 109-9 ("Employment Discrimination Prohibited").

Union Practices: Sec. 109-9 ("Employment Discrimination Prohibited").

Credit: In regard only to the financing of real estate transactions: Sec. 109-5 ("Housing Discrimination Prohibited").

Housing: Sec. 109-5 ("Housing Discrimination Prohibited").

Domestic Partnership Registry: Same-sex only. No rights specified. See generally, Ch. 111 ("Domestic Partnership"). (Amd. Ord. No. 990224, 7/13/99.)

Wyoming

Population: 480,907

Repeal or Invalidation of Criminalization of Private & Consensual Sex: Repealed in 1977.

Hate Crime(s): No Hate Crimes law based on any characteristic.

Index

MUNICIPAL AND STATE LAWS BY CATEGORY

States (and the District of Columbia) that prohibit discrimination based on sexual orientation and/or gender identity in private employment†

California	Massachusetts	New Jersey
Connecticut	Minnesota*	Rhode Island
District of Columbia	Nevada	Vermont
Hawaii	New Hampshire	Wisconsin

* Minnesota also protects people from discrimination based on gender identity.

† Oregon has no legislation, but pursuant to the Court of Appeal decision in *Tanner v. OHSU* discrimination based on sexual orientation is prohibited.

States in which only state employees are protected from discrimination based on sexual orientation and/or gender identity either by executive order or civil service rule

Illinois	New Mexico	Washington
Iowa*	New York	
Maryland	Pennsylvania	

* Iowa's executive order also protects employees from gender identity discrimination.

Cities that prohibit discrimination in private employment

Based on sexual orientation — 106 cities

Based on sexual orientation and gender identity* — 20 cities

Albany, NY	Ann Arbor, MI*	Aspen, CO
Alexandria, VA	Arvada, CO	Athens, OH
Ames, IA	Ashland, OR	Austin, TX

Baltimore, MD	Harrisburg, PA*	Portland, OR
Bar Harbor, ME	Hartford, CT	Providence, RI
Berkeley, CA	Henderson, KY	Raleigh, NC
Bloomington, IN	Iowa City, IA*	Rochester, NY
Boston, MA	Ithaca, NY	Rockville, MD
Boulder, CO	Kansas City, MO	Sacramento, CA
Brookline, MA	Key West, FL	San Diego, CA
Burlington, VT	Lafayette, IN	San Francisco, CA*
Cambridge, MA*	Laguna Beach, CA	San Jose, CA
Carson City, NV	Lancaster, PA	Santa Cruz, CA*
Cathedral City, CA	Lawrence, KS	Santa Monica, CA
Cedar Rapids, IA	Lexington-Fayette, KY*	Seattle, WA*
Champaign, IL	Long Beach, CA	Somerville, MA
Charlottesville, VA	Long Island, ME	Sorrento, ME
Chicago, IL	Los Angeles, CA	South Portland, ME
Cleveland, OH	Louisville, KY*	Spokane, WA
Cleveland Heights, OH	Madison, WI	St. Louis, MO
Columbia, MO	Malden, MA	St. Paul, MN*
Columbus, OH	Miami Beach, FL	Syracuse, NY
Corvallis, OR	Milwaukee, WI	Tampa, FL
Crested Butte, CO	Minneapolis, MN*	Telluride, CO
Davis, CA	Mountain View, CA	Toledo, OH*
Denver, CO	New Haven, CT	Tucson, AZ*
DeKalb, IL	New Orleans, LA*	Urbana, IL
Detroit, MI	New York, NY	West Hollywood, CA*
East Lansing, MI	Oakland, CA	West Lafayette, IL
Eugene, OR	Ocala, FL	West Palm Beach, FL
Evanston, IL*	Orono, ME	Yellow Springs, OH
Falmouth, ME	Palm Beach Town, FL	York, PA*
Fort Collins, CO	Philadelphia, PA	Youngstown, OH
Gainesville, FL	Phoenix, AZ	Ypsilanti, MI
Grand Rapids, MI*	Pittsburgh, PA*	
Hampton, NY	Portland, ME	

Counties which prohibit discrimination in private employment

Based on sexual orientation — 18 counties

Based on sexual orientation and gender identity* — 3 counties

Albany, NY	Jefferson, KY*	Prince George's, MD
Arlington, VA	King, WA	San Mateo, CA
Benton, OR*	Los Angeles, CA	Santa Clara, CA
Broward, FL	Miami-Dade, FL	Santa Cruz, CA*
Cook, IL	Montgomery, MD	Tompkins, NY
Howard, MD	Onondaga, NY	Wayne, MI

States (and the District of Columbia) which offer domestic partnership benefits to either all or a portion of state employees

Hard and soft employment benefits — 4 states

Only soft employment benefits* — 3 states

California	Massachusetts*	Vermont
Delaware*	New York	
Hawaii	Oregon*	

(Since passage by City Council, the U.S. Congress—which exerts budgetary and other controls over the District of Columbia—has effectively blocked provision of benefits by explicitly prohibiting use of funds for that purpose.)

Cities which offer domestic partnership employment benefits to their employees

Hard and soft employment benefits — 54 cities

Only soft employment benefits* — 10 cities

Ann Arbor, MI	Iowa City, IA	Provincetown, MA*
Atlanta, GA	Ithaca, NY	Sacramento, CA
Baltimore, MD	Key West, FL	San Diego, CA
Berkeley, CA	King City, OR	San Francisco, CA
Bloomington, IN	Laguna Beach, CA	Santa Barbara, CA
Boulder, CO	Lake Oswego, OR	Santa Cruz, CA
Brewster, MA*	Los Angeles, CA	Santa Fe, CA*
Brookline, MA	Madison, WI	Santa Monica, CA
Burlington, VT	Miami Beach, FL*	Seattle, WA
Cambridge, MA	Nantucket, MA*	Springfield, MA
Carborro, NC	New Orleans, LA	St. Paul, MN
Chapel Hill, NC	New York, NY	Takoma Park, MD
Chicago, IL	Oak Park, IL	Tempe, AZ
Daly City, CA*	Oakland, CA	Tigard, OR
Davis, CA*	Olympia, WA	Tucson, AZ
Denver, CO	Oregon City, OR	Vancouver, WA
Detroit, MI	Palo Alto, CA	West Hollywood, CA
East Lansing, MI*	Petaluma, CA	West Linn, OR
Eugene, OR	Philadelphia, PA	West Palm Beach, FL*
Gresham, OR	Pittsburgh, PA	Yellow Springs, OH
Hartford, CT	Portland, ME	
Hayward, CA*	Portland, OR	

Counties which offer domestic partnership employment benefits to their employees**Hard and soft employment benefits — 14 counties****Only soft employment benefits* — 5 counties**

Alameda, CA*	Los Angeles, CA	Santa Cruz, CA
Broward, FL	Marin, CA	Travis, TX*
Cook, IL	Monroe, FL	Washington County, OR
Dane, WI*	Montgomery, MD	Wayne, MI
Gloucester, NJ*	Pima, AZ	Westchester, NY
Hennepin, MN*	San Mateo, CA	
King, WA	Santa Barbara, CA	

Cities that have some type of domestic partnership registry**Open to opposite & same-sex couples — 33 cities****Open only to same-sex couples* — 4 cities**

Ann Arbor, MI	Iowa City, IA	Philadelphia, PA
Atlanta, GA	Ithaca, NY	Provincetown, MA
Berkeley, CA	Key West, FL	Rochester, NY
Boston, MA	Laguna Beach, CA	Sacramento, CA
Boulder, CO	Long Beach, CA	San Francisco, CA
Brewster, MA	Madison, WI*	Santa Barbara, CA
Brookline, MA	Milwaukee, WI*	Santa Monica, CA
Cambridge, MA	Nantucket, MA	Seattle, WA
Carborro, NC	New Orleans, LA*	St. Louis, MO
Chapel Hill, NC	New York, NY	Takoma Park, MD
Davis, CA	Oak Park, IL*	West Hollywood, CA
Denver, CO	Oakland, CA	
Hartford, CT	Palo Alto, CA	

Counties that have some type of domestic partnership registry**Open to opposite & same-sex couples — 4 counties****Open only to same-sex couples* — 0 counties**

Broward, FL	Marin, CA
Los Angeles, CA	Santa Barbara, CA

Contributors

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Did you know?

1973

NGLTF works to change the American Psychiatric Association (APA) classification of homosexuality as a mental illness.

1975

NGLTF works on the introduction of the first gay rights bill in the US Congress, sponsored by Representative Bella Abzug.

1982-1994

NGLTF creates a national organizing project to combat anti-gay violence, publishes reports, surveys and data on hate crimes, and gains major recognition of problem.

1983-1992

NGLTF's leadership on HIV and AIDS policy making at the national level contributes to passage of major funding bills, Ryan White AIDS Care Act, and scores of other national policies.

1989

NGLTF establishes the only national Campus Organizing Project to improve the quality of life for GLBT people on campus; publishes comprehensive manual on campus issues in 1995.

1990

NGLTF secures passage of Federal Hate Crimes Statistics Act.

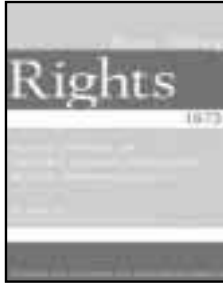
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FROM WRONGS TO RIGHTS

PUBLIC OPINION ON GAY AND LESBIAN AMERICANS MOVES TOWARD EQUALITY 1973-1999

This groundbreaking report, written by Alan Yang of the Department of Political Science at Columbia University, tracks public opinion trends over the last 26 years on various gay and lesbian rights issues including: employment and housing non-discrimination, family issues, marriage, adoption, and the military. (December 1999; 32pp; **\$10.00**; www.nglftf.org/downloads/yang99.pdf)



COURTING THE VOTE

THE 2000 PRESIDENTIAL CANDIDATES' POSITIONS ON GAY, LESBIAN, BISEXUAL AND TRANSGENDER ISSUES

Written by Policy Institute Research and Policy Director Sean Cahill and Research Fellow Eric Ludwig, this report is the most detailed analysis yet of the year 2000 presidential candidates and their stand on issues affecting GLBT people.

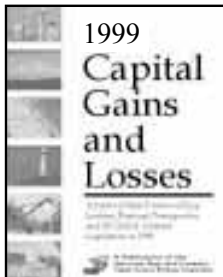
(September 1999; 44pp; **\$10.00**; www.nglftf.org/pubs/court2000.pdf)



THE DOMESTIC PARTNERSHIP ORGANIZING MANUAL FOR EMPLOYEE BENEFITS

This manual, written by Policy Institute Research Fellow Sally Kohn, provides comprehensive information on what domestic partnership benefits are, why employers should adopt these benefits, and how employees and citizens organize effectively for policy change. Sample policies and lists of who offers domestic partnership benefits are included.

(May 1999; 140pp; **\$10.00**; www.nglftf.org/pubs/dp_pubs.html)



CAPITAL GAINS AND LOSSES 1999

A STATE BY STATE REVIEW OF GAY, LESBIAN, BISEXUAL, TRANSGENDER, AND HIV/AIDS-RELATED LEGISLATION

This report presents information about state legislative measures that sought to improve the quality of the lives of gay, lesbian, bisexual and transgendered (GLBT) people, as well as those that sought to denigrate and disenfranchise GLBT people.

(December 1999; 175pp; **\$10.00**; www.nglftf.org/99cgal/cgal99.html)

Capital Gains and Losses 1998 also still available!

(December 1998; 106pp; **\$5.00**; www.nglftf.org/98cgal/cgal98.html)

Founded in 1973, the National Gay and Lesbian Task Force works to eliminate prejudice, violence and injustice against gay, lesbian, bisexual and transgender people at the local, state and national level. As part of a broader social justice movement for freedom, justice and equality, NGLTF is creating a world that respects and celebrates the diversity of human expression and identity where all people may fully participate in society.

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INCOME INFLATION

THE MYTH OF AFFLUENCE AMONG GAY, LESBIAN, AND BISEXUAL AMERICANS

This report, by Professor M.V. Lee Badgett, of the Department of Economics at the University of Massachusetts at Amherst, explores the pervasive and inaccurate notion that GLB people form an economic elite, insulated from discrimination by their wealth and disconnected from society at large by a special, privileged status. After examining data from seven different surveys, she finds that none support this stereotype. (November 1998; 23pp; \$10.00; www.nglftf.org/downloads/income.pdf)

CALCULATED COMPASSION

HOW THE EX-GAY MOVEMENT SERVES THE RIGHT'S ATTACK ON DEMOCRACY

This report documents that the ex-gay movement serves as a camouflage for a retooled and reinvigorated assault by the religious right on legal anti-discrimination protections for gay, lesbian, bisexual, and transgender persons. Calculated Compassion is a joint publication of NGLTF, Political Research Associates, and Equal Partners in Faith. (October 1998; 30pp; \$6.00; www.nglftf.org/downloads/calccomp.pdf)

OUT AND VOTING

THE GAY, LESBIAN AND BISEXUAL VOTE IN CONGRESSIONAL HOUSE ELECTIONS

This report is an in-depth profile of the gay, lesbian, and bisexual (GLB) voting block and the first-ever analysis of the impact of this emerging constituency in national congressional elections. The report was authored by Dr. Robert Bailey of the Rutgers University School of Public Policy and Administration. Among the report's findings is that, contrary to conventional wisdom, the strength of the GLB vote is most significant in medium sized city congressional districts. (September 1998; 29pp; \$10.00; www.nglftf.org/downloads/outvoting.pdf)

RE-THINKING ELECTIONS

AN OP-ED SERIES ON CRITICAL ELECTORAL BATTLES FACING GLBT COMMUNITIES

The success of Right-wing anti-gay ballot measure campaigns across the country has unreasonably discouraged our community. The truth is, we could win most of these elections. This op-ed series, available for publication and distribution, will help many in our community make sense of recent campaign experience, and will encourage more rigorous thinking and more effective action as we confront the wave of critical ballot measures in 2000. For the last six years, author and Policy Institute Senior Fellow, Dave Fleischer has trained hundreds of our communities leaders in managing campaigns, running for office, and taking demanding leadership roles in ballot measure campaigns. (October 1999; 13pp; \$5.00 or FREE with other purchase; www.nglftf.org/pubs/rethink.pdf)

LGBT CAMPUS ORGANIZING

A COMPREHENSIVE MANUAL

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