

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE				30 out of 30
FLEX Single-Occupancy All-Gender Facilities				
FLEX Protects Youth from Conversion Therapy				

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ employees equally.

	COUNTY	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment			
Transgender-Inclusive Healthcare Benefits			
City Contractor Non-Discrimination Ordinance			
Inclusive Workplace			
SCORE			28 out of 28
FLEX City Employee Domestic Partner Benefits			

III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ constituents are included in city services and programs.

	COUNTY	CITY	AVAILABLE
Human Rights Commission			
NDO Enforcement by Human Rights Commission			
LGBTQ Liaison in City Executive's Office			
SCORE			12 out of 12
FLEX Youth Bullying Prevention Policy for City Services			
FLEX City Provides Services to LGBTQ Youth			
FLEX City Provides Services to LGBTQ People Experiencing Homelessness			
FLEX City Provides Services to LGBTQ Older Adults			
FLEX City Provides Services to People Living with HIV or AIDS			
FLEX City Provides Services to the Transgender Community			

IV. Law Enforcement

	COUNTY	MUNICIPAL	AVAILABLE	
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ community in a thoughtful and respectful way.	LGBTQ Liaison/Task Force in Police Department	0	10	10
	Reported 2018 Hate Crimes Statistics to the FBI	0	12	12
SCORE		22 out of 22		

V. Leadership on LGBTQ Equality

	COUNTY	MUNICIPAL	AVAILABLE	
This category measures the city leadership's commitment to fully include the LGBTQ community and to advocate for full equality.	Leadership's Public Position on LGBTQ Equality	0	5	5
	Leadership's Pro-Equality Legislative or Policy Efforts	0	3	3
SCORE		8 out of 8		
FLEX Openly LGBTQ Elected or Appointed Leaders	+0	+0	+2	
FLEX City Tests Limits of Restrictive State Law	+0	+3	+3	

TOTAL SCORE 100 + TOTAL FLEX 8 = Final Score 100
CANNOT EXCEED 100