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.

<table>
<thead>
<tr>
<th></th>
<th>STATE</th>
<th>COUNTY</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Housing</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

**SCORE**

FLEX Single-Occupancy All-Gender Facilities  
+0 +0 +0 +2

FLEX Protects Youth from Conversion Therapy  
+0 +0 +0 +2

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.

Non-Discrimination in City Employment  
COUNTY: 7  MUNICIPAL: 7

Transgender-Inclusive Healthcare Benefits  
COUNTY: 0  MUNICIPAL: 6

City Contractor Non-Discrimination Ordinance  
COUNTY: 3  MUNICIPAL: 3

Inclusive Workplace  
COUNTY: 0  MUNICIPAL: 2

**SCORE**

FLEX City Employee Domestic Partner Benefits  
COUNTY: +0  MUNICIPAL: +1

III. Municipal Services

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

Human Rights Commission  
COUNTY: 0  CITY: 5  AVAILABLE: 5

NDO Enforcement by Human Rights Commission  
COUNTY: 0  CITY: 2  AVAILABLE: 2

LGBTQ Liaison in City Executive’s Office  
COUNTY: 5  CITY: 5

**SCORE**

FLEX Youth Bullying Prevention Policy for City Services  
COUNTY: +0  CITY: +0  AVAILABLE: +1 +1

FLEX City Provides Services to LGBTQ Youth  
COUNTY: +0  AVAILABLE: +2

FLEX City Provides Services to LGBTQ People Experiencing Homelessness  
COUNTY: +0  AVAILABLE: +2

FLEX City Provides Services to LGBTQ Older Adults  
COUNTY: +0  AVAILABLE: +2

FLEX City Provides Services to People Living with HIV or AIDS  
COUNTY: +0  AVAILABLE: +2

FLEX City Provides Services to the Transgender Community  
COUNTY: +0  AVAILABLE: +2
### IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ community in a thoughtful and respectful way.

<table>
<thead>
<tr>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>12</td>
</tr>
</tbody>
</table>

**LGBTQ Liaison/Task Force in Police Department**

**Reported 2018 Hate Crimes Statistics to the FBI**

**SCORE**

10 out of 22

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### V. Leadership on LGBTQ Equality

This category measures the city leadership's commitment to fully include the LGBTQ community and to advocate for full equality.

<table>
<thead>
<tr>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>0</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

**Leadership's Public Position on LGBTQ Equality**

**Leadership's Pro-Equality Legislative or Policy Efforts**

**SCORE**

8 out of 8

**FLEX**

- **Openly LGBTQ Elected or Appointed Leaders**
  
  \[ +0 \]

- **City Tests Limits of Restrictive State Law**
  
  \[ +0 \]

**TOTAL SCORE 80 + TOTAL FLEX 0 = Final Score 80**

CANNOT EXCEED 100