## I. Non-Discrimination Laws**

<table>
<thead>
<tr>
<th>Employment</th>
<th>Housing</th>
<th>Public Accommodations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FLEX</strong></td>
<td><strong>Score</strong> 24 out of 30</td>
<td></td>
</tr>
</tbody>
</table>

### FLEX

- Single-Occupancy All-Gender Facilities +0
- Protects Youth from Conversion Therapy +2
- City Contractor Non-Discrimination Ordinance +0
- Inclusive Workplace +0

### Non-Discrimination in City Employment

- Transgender-Inclusive Healthcare Benefits +0
- City Contractor Non-Discrimination Ordinance +0
- Inclusive Workplace +0

### 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.

### III. Municipal Services

- Human Rights Commission
- NDO Enforcement by Human Rights Commission
- LGBTQ+ Liaison in City Executive's Office

### 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>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>10</td>
</tr>
</tbody>
</table>

### 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>MUNICIPAL</th>
<th>AVAILABLE</th>
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</thead>
<tbody>
<tr>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

### Summary

- **Total FLEX Score**: 4
- **Final Score**: 82

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**On June 15, 2020, the U.S. Supreme Court ruled in Bostock v. Clayton County, Georgia that sexual orientation and gender identity discrimination are prohibited under federal sex-based employment protections. Nevertheless, it is imperative that localities continue enacting explicitly LGBTQ+ inclusive non-discrimination laws since it will likely take additional litigation for Bostock to be fully applied to all sex-based protections under existing federal civil rights law. Moreover, federal law currently lacks sex-based protections in numerous key areas of life, including public spaces and services. Lastly, there are many invaluable benefits to localizing inclusive protections even when they exist on higher levels of government. For these reasons, the MEI will continue to only award credit in Part I for state, county, or municipal non-discrimination laws that expressly include sexual orientation and gender identity.**

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**For more information about city selection, criteria or the MEI scoring system, please visit hrc.org/mei.**

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mail@hrc.org.