**Non-Discrimination Laws**

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
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<td>Employment</td>
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<td>Housing</td>
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<tr>
<td>Public Accommodations</td>
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<tr>
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<td><strong>FLEX</strong></td>
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<tr>
<td>Single-Occupancy All-Gender Facilities</td>
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<td>+0</td>
<td>+0</td>
<td>+2</td>
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<tr>
<td>Protects Youth from Conversion Therapy</td>
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<td>+0</td>
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<td>+2</td>
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<tr>
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<td><strong>Score</strong></td>
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</table>

**Municipality as Employer**

- **Non-Discrimination in City Employment**
- **Transgender-Inclusive Healthcare Benefits**
- **City Contractor Non-Discrimination Ordinance**
- **Inclusive Workplace**

**Total Municipal**

- **Score**
- **FLEX**

**Municipal Services**

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

**Score**

- **FLEX**

**Leadership on LGBTQ+ Equality**

- Leadership’s Public Position on LGBTQ+ Equality
- Leadership’s Pro-Equality Legislative or Policy Efforts

**Law Enforcement**

- LGBT+ Liaison/Task Force in Police Department
- Reported 2020 Hate Crimes Statistics to the FBI

**Score**

- **FLEX**

**Total Score**

- For sexual orientation
- For gender identity
- For criteria not accessible to all cities at this time.

**Final Score**

- 94

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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 comprehensive 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.**