** 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>Category</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>0</td>
<td>0</td>
</tr>
<tr>
<td>Housing</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

**MUNICIPAL SCORE**

** Non-Discrimination in City Employment**

** 7

** Transgender-Inclusive Healthcare Benefits**

** 5

** City Contractor Non-Discrimination Ordinance**

** 3

** Inclusive Workplace**

** 2

**MUNICIPAL SCORE**

** County Municipal Available**

** FLEX Single-Occupancy All-Gender Facilities**

** +2

** FLEX Protects Youth from Conversion Therapy**

** +2

**MUNICIPAL SCORE**

** III. Municipal Services**

This section assesses the efforts of the city to ensure LGBT+ residents are included in city services and programs.

<table>
<thead>
<tr>
<th>Category</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Rights Commission</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>NDO Enforcement by Human Rights Commission</td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>LGBT+ Liaison in City Executive’s Office</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

**MUNICIPAL SCORE**

** FLEX City Bullying Prevention Policy for City Services**

** +1

** FLEX City Provides Services to LGBT+ Youth**

** +2

** FLEX City Provides Services to LGBT+ People Experiencing Homelessness**

** +2

** FLEX City Provides Services to LGBT+ Older Adults**

** +2

** FLEX City Provides Services to People Living with HIV or AIDS**

** +2

** FLEX City Provides Services to the Transgender Community**

** +2

**MUNICIPAL SCORE**

** IV. Law Enforcement**

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBT+ Liaison/Task Force in Police Department</td>
<td>10</td>
<td>10</td>
</tr>
</tbody>
</table>

**MUNICIPAL SCORE**

** V. Leadership on LGBT+ Equality**

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership’s Public Position on LGBT+ Equality</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Leadership’s Pro-Equality Legislative or Policy Efforts</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

**MUNICIPAL SCORE**

** FLEX Openly LGBT+ Elected or Appointed Leaders**

** +2

** FLEX City Tests Limits of Restrictive State Law**

** +3

**MUNICIPAL SCORE**

** TOTAL SCORE 98 + TOTAL FLEX SCORE 11 = Final Score 100**

** 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 LGBT+ 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.