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.

### Employment

1. Non-Discrimination in City Employment: 0/5
2. Transgender-Inclusive Healthcare Benefits: 0/5
3. City Contractor Non-Discrimination Ordinance: 0/3
4. Inclusive Workplace: 0/2

**SCORE**

0 out of 28

FLEX

- City Contractor Non-Discrimination Ordinance: +2
- City Contractor Domestic Partner Benefits: +1

**TOTAL SCORE** 30 + TOTAL FLEX SCORE 3 = Final Score 34

CANNOT EXCEED 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 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.**