

Dubuque, IA

I. Non-Discrimination Laws **

	STATE	COUNTY	MUNICIPAL	AVAILABLE
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				
Housing				
Public Accommodations				
SCORE			29	out of 30
FLEX Single-Occupancy All-Gender Facilities				
FLEX Protects Youth from Conversion Therapy				

II. Municipality as Employer

	MUNICIPAL	AVAILABLE
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		
Transgender-Inclusive Healthcare Benefits***		
City Contractor Non-Discrimination Ordinance		
Inclusive Workplace		
SCORE	17	out of 28
FLEX City Employee Domestic Partner Benefits		

III. Municipal Services

	COUNTY	MUNICIPAL	AVAILABLE
This section assesses the efforts of the city to ensure LGBTQ+ residents are included in city services and programs.			
Human Rights Commission			
NDO Enforcement by Commission			
LGBTQ+ Liaison to City Executive			
SCORE		12	out of 12
FLEX Youth Bullying Prevention Policy for City Services			
FLEX City Provides Services to LGBTQ+ Youth			
FLEX City Provides Services to LGBTQ+ People Experiencing Homelessness			
FLEX City Provides Services to LGBTQ+ Older Adults			
FLEX City Provides Services to People Living with HIV or AIDS			
FLEX City Provides Services to the Transgender Community			

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.

Police LGBTQ+ Liaison/Task Force
Reported 2023 Hate Crimes Statistics to the FBI

SCORE **22** out of 22

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.

Public Position on Equality
Pro-Equality Legislative/Policy Efforts

SCORE **6** out of 8

FLEX Openly LGBTQ+ Elected or Appointed Leaders
| **FLEX** City Tests Limits of Restrictive State Law |

TOTAL SCORE 86+ **TOTAL FLEX SCORE** 5 = **Final Score** 91

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.**

*** Unfortunately, many of the anti-LGBTQ+ state laws enacted in recent years has negated or overrode positive efforts several cities have made over the years, especially in regard to cities offering inclusive health care policies for transgender employees or transgender family members of employees. **For this reason, many cities are only awarded partial credit as their ability to provide such benefits are no longer enforceable.**

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT [HRC.ORG/MEI](https://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 mei@hrc.org.