

SB 72

(file

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<TARGET><BILL>SB 72</BILL><SUBJECT>SB 72 (file
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STATE OF ALASKA

HUMAN RIGHTS COMMISSION

BILL WALKER, GOVERNOR

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RESOLUTION 2016-2

WHEREAS, Alaska's Human Rights Law, AS 18.80, currently prohibits discrimination based on race, religion, color, national origin, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy or parenthood;

WHEREAS, the Municipality of Anchorage and the City & Borough of Juneau assemblies have both passed non-discrimination ordinances for Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) residents;

WHEREAS, the above referenced laws and orders are commendable progress in protecting the human rights of Alaska's LGBTQ residents, there is currently no holistic and comprehensive statewide regime for legal recourse concerning LGBTQ discrimination, resulting in inadequate enforcement and protection of LGBTQ residents;

WHEREAS, the Alaska State Commission for Human Rights recalls Resolution 83-01 (February 26, 1983) which reiterates the Commission's important charge to help "set policy and interpret Alaska's Human Rights Law" and to "direct the activities of the chief civil rights enforcement agency in the state";

WHEREAS, the Alaska State Commission for Human Rights is cognizant of these important and vital components of its mission and also maintains high awareness of other states' and national human and civil rights enforcement organizations, noting the Equal Employment Opportunity Commission's interpretation of Title VII of the 1964 Civil Rights Act as prohibiting employment discrimination on the basis of sexual orientation and/or gender identity or expression;

WHEREAS, the Alaska State Commission for Human Rights recalls Resolution 90-01 (February 27, 1990) to raise awareness of anti-LGBTQ discrimination and encourage efforts to provide equal protection for Alaska's LGBTQ citizens; and

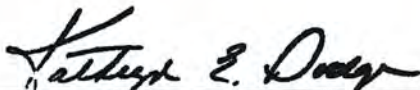
WHEREAS, the Alaska State Commission for Human Rights recalls and applauds recent efforts by state legislators of both parties with the introduction of HB139 (2013), HB19, HB42 and SB20 (2015) to revise the Alaska Human Rights Law, AS 18.80, to expressly prohibit discrimination on the basis of sexual orientation or gender identity and expression.

NOW, THEREFORE, BE IT RESOLVED, that the Alaska State Commission for Human Rights:

1. calls on the Alaska State Legislature to revise the Alaska Human Rights Law, AS. 18.80, to expressly prohibit discrimination on the basis of sexual orientation or gender identity and expression, and
2. requests that its staff work with the Department of Law to draft proposed regulations addressing the inclusion of prohibitions against discrimination on the basis of sexual orientation or gender identity and expression under the existing law prohibiting sex discrimination and to consider in that process the administrative application of the EEOC's interpretation of Title VII of the 1964 Civil Rights Act prohibiting employment discrimination on the basis of sexual orientation and/or gender identity or expression.

Copies of this resolution shall be forwarded to the Office of the Governor and all members of the Alaska State Legislature.

ADOPTED at Anchorage, Alaska, this 2nd day of November 2016.

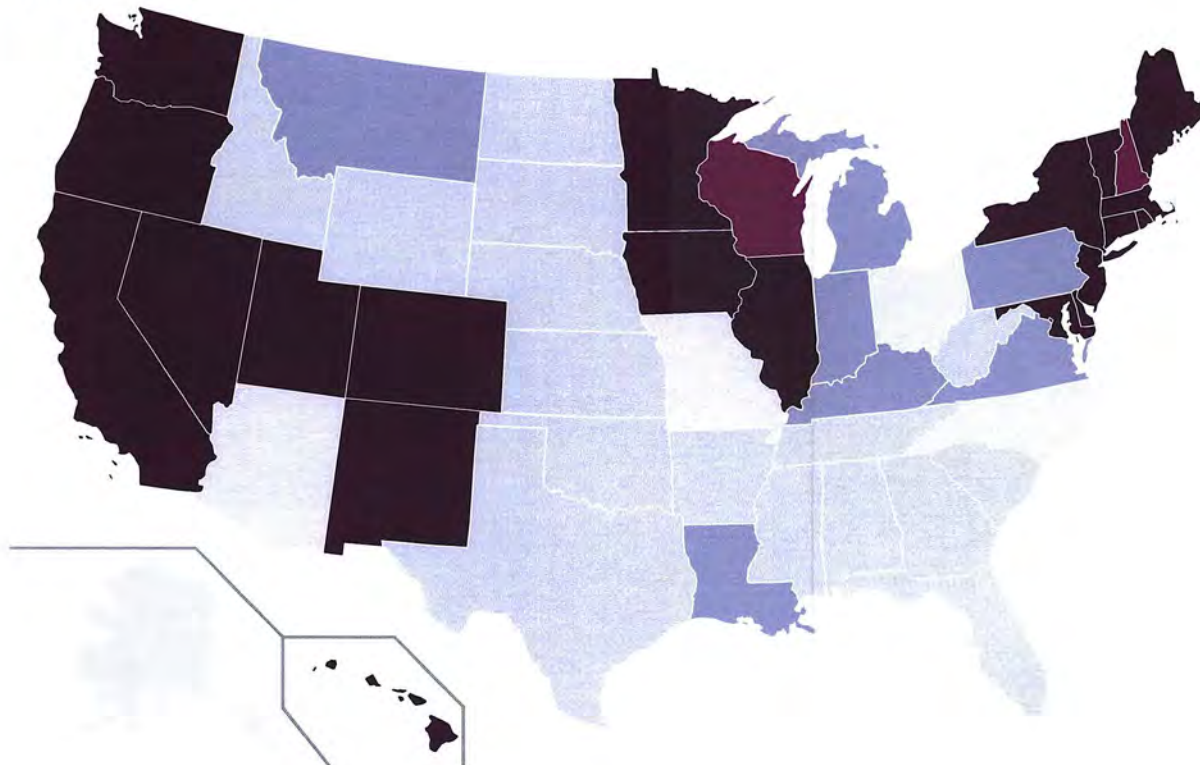


Kathryn Dodge, Acting Chairperson
Alaska State Commission for Human Rights



HUMAN
RIGHTS
CAMPAIGN®

STATEWIDE EMPLOYMENT LAWS & POLICIES



Updated August 25, 2016

The Federal Equal Employment Opportunity Commission is currently accepting complaints of sexual orientation and gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.

States that prohibit discrimination based on sexual orientation and gender identity (20 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Jersey, New Mexico, New York, Oregon, Rhode Island, Utah, Vermont, Washington

States that prohibit discrimination based on sexual orientation only (2 states): New Hampshire, Wisconsin

States that prohibit discrimination against public employees based on sexual orientation and gender identity (7 states): Indiana, Kentucky, Louisiana, Michigan, Montana, Pennsylvania, Virginia

States that prohibit discrimination against public employees based on sexual orientation only (5 states): Alaska, Arizona, Missouri, North Carolina, Ohio

*State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida and New York.

*North Carolina's executive order enumerates sexual orientation and gender identity. However, this order has a bathroom carve out for transgender employees making the executive order not fully-inclusive.

Business Coalition for Workplace Fairness

The majority of United States businesses have already started addressing workplace fairness for lesbian, gay, bisexual and transgender employees. But we need a federal standard that treats all employees the same way.

The Business Coalition for Workplace Fairness is a group of leading U.S. employers that support the Employment Non-Discrimination Act, a federal bill that would provide the same basic protections that are already afforded to workers across the country.

Lesbian, gay, bisexual and transgender employees are not protected under federal law from being fired, refused work or otherwise discriminated against. ENDA would do just that. The following leading employers support workplace fairness and the passage of the federal Employment Non-Discrimination Act.

Accenture Ltd.	New York, NY	The Hershey Co.	Hershey, PA
AIG	New York, NY	Hewlett-Packard Co.	Palo Alto, CA
Alcoa Inc.	New York, NY	Hillshire Brands Co.	Downers Grove, IL
American Eagle Outfitters Inc.	Pittsburgh, PA	Hilton Worldwide	McLean, VA
American Institute of Architects	Washington, DC	Hospira Inc.	Lake Forest, IL
Ameriprise Financial Inc.	Minneapolis, MN	HSBC – North America	Prospect Heights, IL
Amgen Inc.	Thousand Oaks, CA	Hyatt Hotels Corp.	Chicago, IL
AMR Corp. (American Airlines)	Fort Worth, TX	Integrity Staffing Solutions Inc.	Wilmington, DE
Apple	Cupertino, CA	Intel Corp.	Santa Clara, CA
AT&T Inc.	Dallas, TX	InterContinental Hotels Group Americas	Atlanta, GA
Bank of America Corp.	Charlotte, NC	International Business Machines Corp.	Armonk, NY
The Bank of New York Mellon Corp. (BNY Mellon)		Jenner & Block LLP	Chicago, IL
Barclays	New York, NY	Johnson & Johnson	New Brunswick, NJ
BASF Corp.	New York, NY	JPMorgan Chase & Co.	New York, NY
Bausch & Lomb Inc.	Florham Park, NJ	Kaiser Permanente	Oakland, CA
Best Buy Co. Inc.	Rochester, NY	KeyCorp	Cleveland, OH
Bingham McCutchen LLP	Richfield, MN	Kimpton Hotel & Restaurant Group	San Francisco, CA
Biogen Idec Inc.	Boston, MA	KPMG LLP	New York, NY
BMC Software Inc.	Weston, MA	Levi Strauss & Co.	San Francisco, CA
BNP Paribas	Houston, TX	Marrriott International Inc.	Bethesda, MD
Boehringer Ingelheim Pharmaceuticals Inc.	New York, NY	Marsh & McLennan Companies Inc.	New York, NY
BP America Inc.	Ridgefield, CT	Medtronic Inc.	Minneapolis, MN
Bristol-Myers Squibb Co.	Warrenville, IL	Merck & Co. Inc.	Whitehouse Station, NJ
Broadridge Financial Solutions Inc.	New York, NY	Microsoft Corp.	Redmond, WA
Brown-Forman Corp.	Lake Success, NY	MillerCoors Brewing Co.	Chicago, IL
CA Technologies Inc.	Louisville, KY	Mitchell Gold + Bob Williams	Taylorsville, NC
Caesars Entertainment Corp.	Islandia, NY	Moody's Corp.	New York, NY
Capgemini U.S. LLC	Las Vegas, NV	Morgan Stanley	New York, NY
Capital One Financial Corp.	New York, NY	Motorola Inc.	Schaumburg, IL
Cardinal Health Inc.	McLean, VA	Nationwide	Columbus, OH
CareFusion Corp.	Dublin, OH	The Nielsen Co.	Schaumburg, IL
CC Media Holdings Inc. (Clear Channel)	San Diego, CA	Nike Inc.	Beaverton, OR
Charles Schwab & Co.	San Antonio, TX	Oracle Corp.	Redwood City, CA
Chevron Corp.	San Francisco, CA	Orbitz Worldwide Inc.	Chicago, IL
Choice Hotels International Inc.	San Ramon, CA	Pfizer Inc.	New York, NY
Chubb Corp.	Silver Spring, MD	PricewaterhouseCoopers LLP	New York, NY
Cisco Systems Inc.	Warren, NJ	Procter & Gamble Co.	Cincinnati, OH
Citigroup	San Jose, CA	QUALCOMM Inc.	San Diego, CA
Clorox Co.	New York, NY	RBC Wealth Management	Minneapolis, MN
The Coca-Cola Co.	Oakland, CA	Replacements Ltd.	McLeansville, NC
Corning Inc.	Atlanta, GA	Robins, Kaplan, Miller & Ciresi LLP	Minneapolis, MN
Darden Restaurants Inc.	Corning, NY	Self-Help Credit Union	Durham, NC
Delhaize America Inc.	Orlando, FL	SUPERVALU Inc.	Eden Prairie, MN
Dell Inc.	Salisbury, NC	Target Corp.	Minneapolis, MN
Deloitte LLP	Round Rock, TX	Teachers Insurance and Annuity Association - College Retirement Equities Fund	
The Depository Trust & Clearing Corp.	New York, NY	Tech Data Corp.	New York, NY
Deutsche Bank	New York, NY	Texas Instruments Inc.	Clearwater, FL
Diageo North America	New York, NY	Thomson Reuters	Dallas, TX
Dow Chemical Co.	Norwalk, CT	Time Warner Inc.	New York, NY
E. I. du Pont de Nemours and Co. (DuPont)	Midland, MI	Travelers Companies Inc.	New York, NY
Eastman Kodak Co.	Wilmington, DE	UBS AG	Stamford, CT
Electronic Arts Inc.	Rochester, NY	US Airways Group Inc.	Tempe, AZ
Eli Lilly & Co.	Redwood City, CA	Verizon Communications Inc.	New York, NY
EMC Corp.	Indianapolis, IN	WellPoint Inc.	Indianapolis, IN
Ernst & Young LLP	Hopkinton, MA	Wells Fargo & Co.	San Francisco, CA
Expedia Inc.	New York, NY	Whirlpool Corp.	Benton Harbor, MI
Gap Inc.	Bellevue, WA	Wynn Resorts Ltd.	Las Vegas, NV
General Electric Co.	San Francisco, CA	Xerox Corp.	Stamford, CT
General Mills Inc.	Fairfield, CT	Yahoo! Inc.	Sunnyvale, CA
General Motors Corp.	Minneapolis, MN		
GlaxoSmithKline	Detroit, MI		
Goldman Sachs Group Inc.	Philadelphia, PA		
Google Inc.	New York, NY		
Groupon Inc.	Mountain View, CA		
Hanover Direct Inc.	Chicago, IL		
Herman Miller Inc.	Weehawken, NJ		
	Zeeland, MI		



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Last updated April 2014 | www.hrc.org/bcwf

The Commerce of Diversity

In this issue of Advancing Anchorage Magazine, the Anchorage Chamber will explore the steps members of the business community are taking to ensure the city moves to be the No. 1 place to live, work and play in a two part series entitled "The Commerce of Diversity." In January, we will look at more emerging cultures that are changing Anchorage's economic landscape.

One Anchorage, One Economy

As a young city entering its centennial in 2015, Anchorage's nearly 300,000 residents know this is a community where you can live close to work, enjoy vast economic opportunities and have a plethora of options for entertainment and outdoor activities. However, to grow and develop Anchorage's economy into the future, we need a greater understanding of what comprises our economy today.

Resources, jobs, adventure and discovery are all interwoven with the fabric of

the city's cultural and social backgrounds, and over the last twenty years, Anchorage has become an urban melting pot. But could it be more?

Live. Work. Play., a grassroots effort put forward by the Anchorage Economic Development Corporation's (AEDC) board of directors, is focusing on just that – sustainable community improvement and engagement for the people living in Anchorage, with a hefty goal: to make Anchorage the No. 1 city in America to live, work and play by 2025.

"In 2008, the available workforce in Anchorage was tight," said Bill Popp, president and CEO of AEDC. "Many of our investors were finding it difficult to hire skilled, qualified and experienced workers in the city. Because of this, many businesses were looking outside of Anchorage to hire young professionals in the Lower 48 and bring them up to Alaska."





Victoria Green, Department of Veteran Affairs, has frosty fun at New Sagaya's City Market.

The challenge for these businesses, Popp said, was dispelling the “cold and dark” myth of Alaska. As a recruiting tool, AEDC partnered with the Alaska Channel and a handful of businesses in Anchorage to create a video showcasing why Anchorage is such a great place to live, work and play.

“That video is where the seed for the Live. Work. Play. grassroots initiative was planted,” he said.

Six areas of focus were developed as a starting point for Live. Work. Play. action phases: housing, education, community safety, creative place making, big wild trails and workplace well-being. To date, representatives from 58 private,

nonprofit and public sectors have signed on to participate in the project.

The Three T's

One group involved in Live. Work. Play. is a collection of government and business leaders called “One Anchorage, One Economy,” which is an effort to build a more robust economy by promoting inclusivity—the commerce of diversity.

“Anchorage has one economy and it's becoming more and more diverse every year,” said Andrew Halcro, president of the Anchorage Chamber of Commerce. “The new companies that are joining the Anchorage Chamber are small businesses, many of whom represent the emerging

cultures comprising Anchorage's new economy.”

Halcro points to all three of the Anchorage Chamber's priorities on how to grow the local economy: advocacy, education and networking. “An economy grows stronger when constructive dialogue, understanding and input is exchanged between our emerging cultures, nonprofits and business owners.”

According to Richard Florida, American economist and social scientist at the University of Toronto, America's “Creative Class” (today's younger workforce demographic) will be the leading force of growth in the future economy, expected to grow by more than 10 million



Photos © Frank Flavin

Shalem Mathew and Mitch Kitter, partners and owners of Tref.Punkt Studios shopping local at New Sagaya.

jobs in the next decade. This Creative Class includes almost 40 percent of the current population.

For a city to attract the Creative Class, Florida argues, it must possess “the three ‘T’s’”: Talent (a highly talented/educated/skilled population), Tolerance (a diverse community, which respects human and economic rights), and Technology (the technological infrastructure necessary to fuel an entrepreneurial culture).

With Anchorage’s unemployment rate at a low 4.7 percent, many Anchorage Chamber members have found themselves looking outside for talent.

In a January keynote address during the 2013 AEDC Annual Economic Forecast

Luncheon, Florida stated that members of the Creative Class value meritocracy, diversity and individuality, and look for these characteristics when they relocate to a city.

One piece of Anchorage’s changing economic puzzle being examined by One Anchorage, One Economy is the gay, lesbian, bisexual and transgendered (GLBT) community, and for good reason.

According to the 2010 U.S. Census, the number of GLBT households in Alaska grew by about 57 percent over the last decade to nearly 1,900 with a majority living in Anchorage. The Williams Institute estimated Alaska’s GLBT adult population in 2012 to be roughly 25,000

individuals, or 3.5 percent of the state’s total population.

It’s Showtime

For thirty years, many of the best events in Anchorage have been produced with the help of one man, Darl Schaaff. As the owner of Art Services North, Schaaff has had a heavy influence on some of Anchorage’s most celebrated yearly extravaganzas. From the city’s Fourth of July celebration to the Alaska Pacific University annual fundraiser, Schaaff is considered one of Anchorage’s favorite sons. He is also arguably the best in his field. He is also one of many gay business owners in Anchorage.



Photo © Frank Flavin

Phyllis Rhodes (left) and Victoria Green try on threads at Kaladi Bros. Coffee

Schaaff believes the commerce of diversity is critical and believes Anchorage has already become a more welcoming and encouraging place for the GLBT community to live, regardless of the equal rights initiative that was voted down on last year's municipal ballot.

"The recent loss of Prop One was more about a vocal minority on the wrong side of history than a city of repression," he said. "Business in Anchorage has worked because we include our best, encourage the new, and support our ongoing business community. My faith in this community assures me that we will continue to grow and evolve because we genuinely care about all of the people."

According to the National Gay & Lesbian Chamber of Commerce, there are an estimated 1.4 million (NGLCC) busi-

ness owners in the U.S. with a consumer impact of more than \$800 billion in 2010.

"Ten years ago, the GLBT business community did not have a national voice," Justin Nelson, president and co-founder of the NGLCC based in Washington D.C. said. "As a community, we had strong local chambers, but we weren't working together. In just ten years, our community has really come together and realized that we are stronger when we unite our voices."

The NGLCC has fostered relationships with more than 140 global corporations, including companies in Alaska's business hub, like Wells Fargo, Verizon and Chevron, through the NGLCC Supplier Diversity Initiative.

"Our work with the federal government has been truly trailblazing," said Nelson.

"We work closely with the Department of Labor, Department of Commerce, and the U.S. Small Business Administration. Last year, we hosted the first-ever LGBT Federal Procurement Fair at the Department of Commerce."

In July, at the annual NGLCC Conference in Dallas, Texas, more than 600 business professionals, suppliers, chamber executives and corporate leaders, converged to do business with each other, gather best practice tools, and showcase the recent trends that commerce is more diversified than ever.

According to Nelson, the organization uses a variety of programs to reach GLBT business owners where they live, work and play. One program offers access to more than 140 corporate partner procurement and supply chains. Through this benefit,

the opportunities to enrich leadership and executive business development skills through education, scholarship and mentoring programs, are growing.

One Anchorage, One Economy

"The GLBT population is an important part of our community and an important contributor to our economy, present and future," said Glenn Cravez, a local Anchorage attorney and member of One Anchorage, One Economy.

Cravez said the feeling has been building over the last year, as business leaders recognized that the defeat of last year's ballot proposition on equal rights unfairly dragged the business community into the debate.


"Some of the opposition to the ballot initiative was based on threats that if passed, the new laws would be 'bad for business,'" Cravez said. "This simply wasn't true," he added. One Anchorage, One Economy's goal is to reframe the focus on where it needs to be, the positive economic impacts of inclusivity.

More and more local Anchorage's businesses are seeing economic returns from partnering with GLBT events. This past June, thousands of Anchorage residents partook in the annual PrideFest Week with numerous events held throughout Anchorage. The week culminated with a celebration at the Delaney Park Strip, showcasing more than 70 local allied businesses, such as Humpy's Great Alaskan Alehouse, Kaladi Brothers Coffee, Wells Fargo and Alaska Airlines. These Anchorage Chamber members came out to show their support for the GLBT community and their contribution to the economy.

Behind the Numbers

Anchorage's Mary Elizabeth Rider of Rider Consulting, is co-editor of the Grrlzlist, a virtual women's community in Southcentral Alaska comprised of more than 1,600 subscribers and contributors.

Rider has been compiling her own data that shows not only who the GLBT business owners and consumers are in



"We're just finding our economic voice in a lot of ways. We have to start by looking at our own tolerance within the community."

Anchorage, but where they shop, what health providers they trust and what business are GLBT friendly. Her data collection from Grrlzlist is extensive and exclusive.

She said it's important for the GLBT community to feel inclusive within its community, but that there's a long road ahead. "We're just finding our economic voice in a lot of ways," Rider said. "We have to start by looking at our own tolerance within the community."

Rider said that while the business community is doing the best it can, many who support the GLBT community are reluctant to show public support, fearing a backlash. "In a lot of ways, we're invisible, not fully integrated," she said. "We provide valuable services and generate millions of dollars to the local economy, but there's

still a gap. Over the course of time, all of our efforts will come together, but we have to gain a little more traction first.

Attracting and Retaining

Mitch Kitter and Shalem Mathew of Trefl.Punkt Studio are young, innovative and widely sought after wedding photographers in Anchorage. Both have traveled the world to photograph weddings and experienced a wide scope of economic inclusivity.

"As a gay business owner, sometimes there can be a reluctance to open yourself up to a community that isn't outspoken in its inclusion of all backgrounds. This creates unnecessary economic barriers," Kitter said. Many large businesses in Anchorage have already stated their support of GLBT employees.

Kitter and Mathew believe that in order for Anchorage to continue to attract and retain qualified professionals, the trend towards more inclusivity bodes well. "When people feel accepted in their community, they are more likely to support that community with their dollars."

Victoria Green works for the Department of Veteran Affairs. She moved to Alaska in 1998 and lived in Bethel for four years. She was activated with the Alaska Air National Guard for a tour at Eielson Air Force Base and spent a year up in Fairbanks. At the end of her tour, she moved to Anchorage and has been here ever since.

Green was recently appointed as the as the program manager to the Alaska veteran's Affairs Agency of an LGBT Special Emphasis Program, a collaborative effort with local community members to ensure all local veterans feel welcome, are treated with dignity and have economic opportunities. Her involvement with the One Anchorage, One Economy initiative is to help promote to the business community the economic benefits of inclusion and workplace equality.

"This initiative is an exciting one and one that I believe could be successful by encouraging cooperation with the business community and by organizing



Photo © Frank Flavin

Darl Schaaff (left) and Phyllis Rhodes examine the catch of the day at City Market

our community to come together,” Green said.

An Inclusive Economic Power

Another voice to the One Anchorage, One Economy initiative and the understanding of the relation between the GLBT community and the local economy is Phyllis Rhodes, executive director of Identity, Inc., a nonprofit organization that provides programs supporting equality for the GLBT community and its allies.

“Equal and economic rights go hand in hand,” Rhodes said. A resident of Anchorage since 1967, Rhodes noted that while tolerance and economic opportunities have increased over the years, there is still work to do.

“Thanks to our many allies, our voice is being heard in every aspect—in businesses, in organizations and in government services. It is important for the members of the GLBT community to take advantage of every opportunity to engage in dialogue about how we truly become One

Anchorage, One Economy.”

Rhodes said in order to grow the commerce of diversity in Anchorage, more businesses, especially the younger generation, need to take the lead.

At this year’s PrideFest Conference, held on Oct. 12 and hosted by Identity, Inc., the focus will be on Alaska’s next generation of business and community leaders with educational workshops and national speakers themed around entrepreneurship and economic opportunities. Helping deliver the message will be repre-



sentatives from the NGLCC.

For the first time, the conference will give attendants from across the state deliverable tools and information on how they can better develop their business or community into an inclusive economic power. The conference organizers expect record attendance this year.

When you consider the shifting demographics of Anchorage, the greying of the work force and the diverse cultures that are following, the more it becomes evident that we must become One Anchorage,

One Economy. With Anchorage already boasting three of the five most diverse population tracks in the country, beginning to understand the local consumer trends of emerging cultures will be critical, both socially and economically.

"No one entity or organization is going to make Anchorage the number one city in America to Live Work and Play," Popp said. "We need to work together to make Anchorage the best city in America."

GET INVOLVED

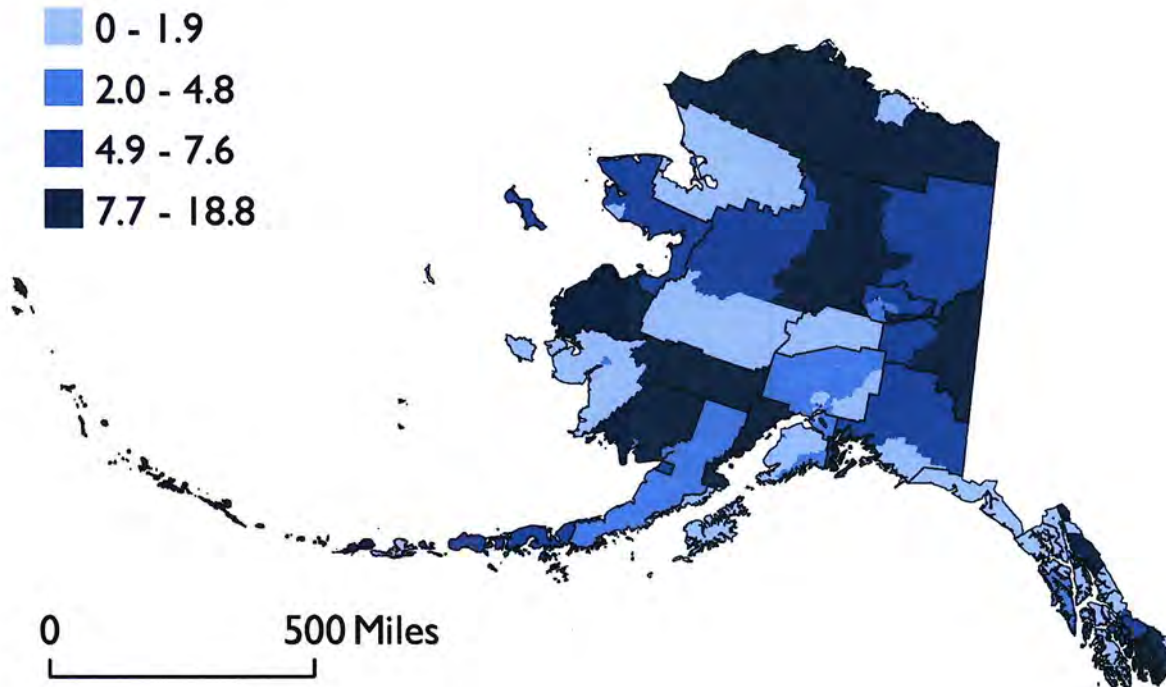
The One Anchorage, One Economy committee is asking for your feedback in the area of cultural diversity and economic opportunities by emailing jj@anchoragechamber.org.

Identity, Inc. PrideFest Conference will be held all day on Saturday, Oct. 12 at the University of Alaska Anchorage. For a list of conference seminars, visit Alaskapride.org. Justin Nelson, president and co-founder of the NGLCC, U.S. will be discussing the commerce of diversity at a special "Make it Monday" forum, held at noon on Oct. 14 at the Dena'ina Center. RSVP before Oct. 11 at Anchoragechamber.org.

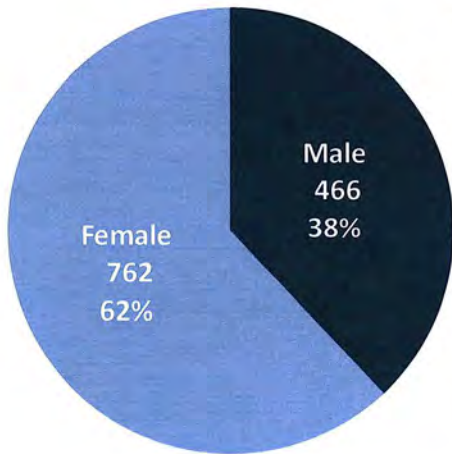


Same-sex couples	1,228	Same-sex couples per 1,000 households	4.8
Husband/wife	278	Same-sex "husband/wife" couples per 1,000 "husband/wife" couples	2.2
Unmarried partner	950	Same-sex "unmarried partner" couples per 1,000 "unmarried partner" couples	44.8

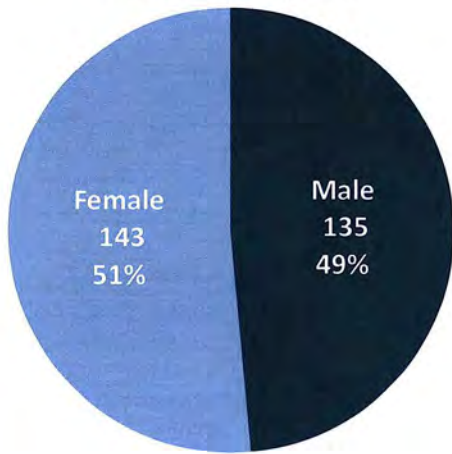
Same-sex couples per 1,000 households
by Census tract (adjusted)



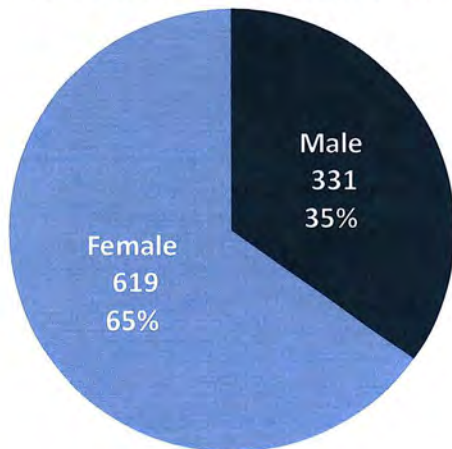
All Same-sex Couples



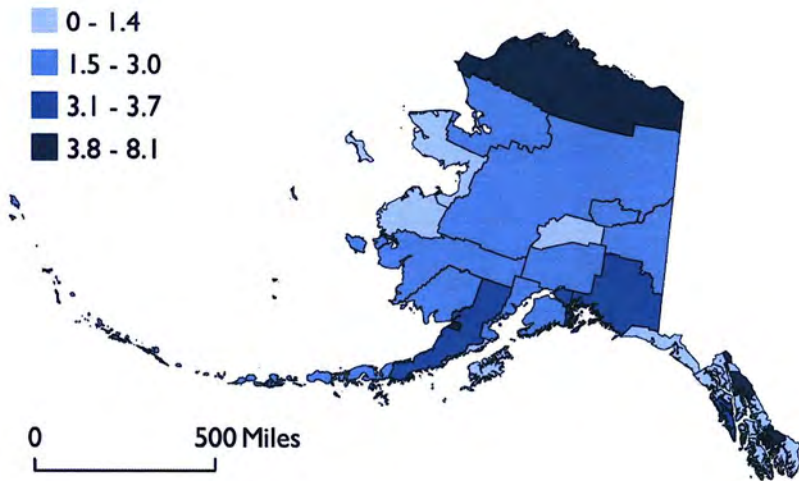
Same-sex couples who identify as spouses



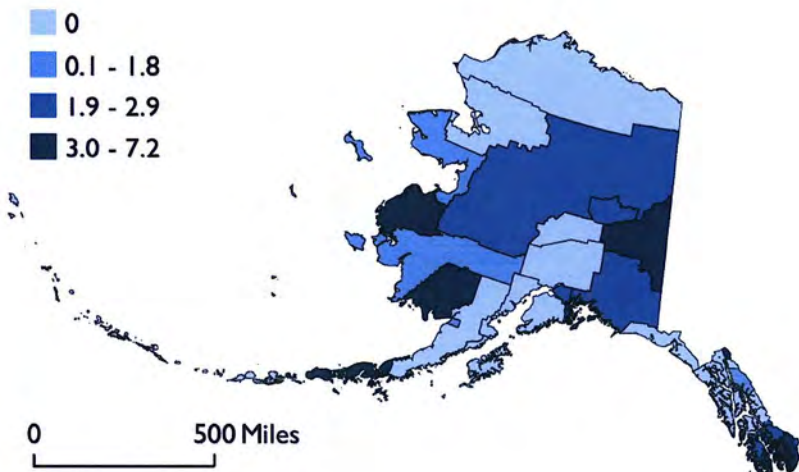
Same-sex couples who identify as unmarried partners



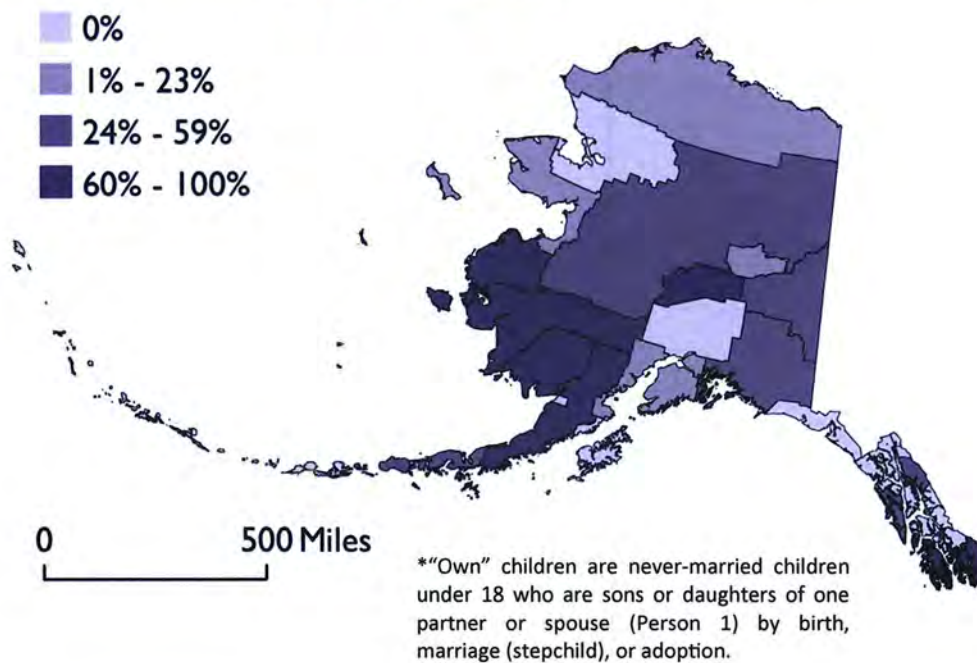
Same-sex female couples per 1,000 households by county (adjusted)



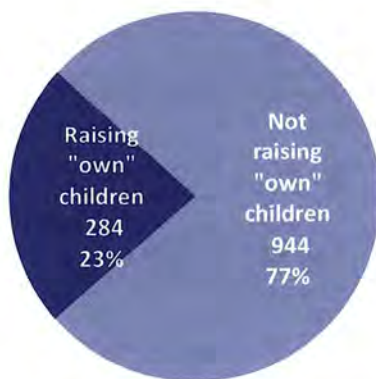
Same-sex male couples per 1,000 households by county (adjusted)



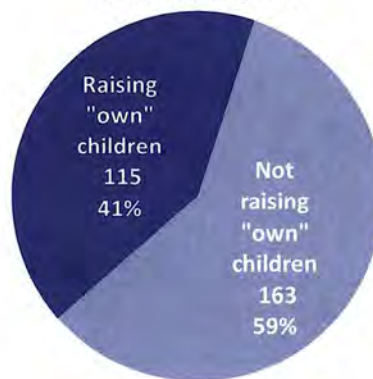
Percent of same-sex couples raising "own" children* by county (adjusted)



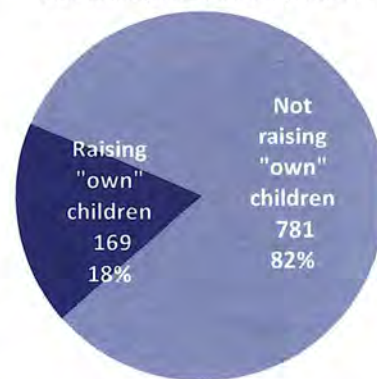
All Same-sex Couples



Same-sex couples who identify as spouses



Same-sex couples who identify as unmarried partners



Data and methodology

Data are compiled using the US Census Bureau's state-level preferred estimates for same-sex couples found [here](#). Same-sex couples are identified in households where Person 1 describes his or her relationship with another adult of the same sex as either a "husband/wife" or "unmarried partner". The Census Bureau preferred estimates adjust original Census tabulations reported in the Census 2010 SF-1, PCT15 to account for the likelihood that a small portion of different-sex couples miscode the sex of a spouse or partner and are incorrectly counted as a same-sex couple.

Adjusted data

The Census Bureau only released preferred estimates for states. County, city, and tract data used in this report are adjusted by the authors and do not represent official Census Bureau tabulations. Like the Census Bureau preferred estimates, the adjustment procedure accounts for the likelihood that a small portion of different-sex couples miscode the sex of a spouse or partner and are incorrectly counted as a same-sex couple.

Undercount

The adjusted figures do not take into account the possibility that some same-sex couples may not be counted in Census tabulations due to concerns about confidentiality or because neither partner was Person 1 in the household.

Go [here](#) for a complete description of the adjustment procedure.

Counties with 50+ same-sex couples ranked by same-sex couples per 1,000 households

State rank	US rank among 1,142 counties with 50+ same-sex couples	County	Same-sex couples (adjusted)	Same-sex couples per 1,000 households (adjusted)	Same-sex male couples (adjusted)	Same-sex female couples (adjusted)	% Raising "own" children among same-sex couples (adjusted)
1	44	Juneau	117	9.61	18	99	35%
2	218	Anchorage	628	5.85	280	348	21%
3	330	Fairbanks North Star	186	5.09	79	106	19%
4	1098	Matanuska-Susitna	74	2.33	0	74	0%

Counties with <50 same-sex couples

		Aleutians East	4	6.35	3	1	45%
		Aleutians West	2	1.89	0	2	0%
		Bethel	14	2.98	3	11	63%
		Bristol Bay	2	5.28	1	2	0%
		Denali	1	0.91	0	1	100%
		Dillingham	9	5.69	6	3	76%
		Haines	1	0.72	0	1	0%
		Hoonah-Angoon	0	0.00	0	0	0%
		Kenai Peninsula	49	2.20	0	49	23%
		Ketchikan Gateway	24	4.52	17	7	70%
		Kodiak Island	5	1.03	0	5	0%
		Lake and Peninsula	2	3.16	0	2	100%
		Nome	7	2.66	4	3	6%
		North Slope	8	4.15	0	8	6%
		Northwest Arctic	4	2.12	0	4	0%
		Petersburg	1	0.43	0	1	0%
		Prince of Wales-Hyder	5	2.26	4	1	59%
		Sitka	11	3.08	0	11	53%
		Skagway	5	11.64	2	3	0%
		Southeast Fairbanks	15	5.70	9	6	33%
		Valdez-Cordova	22	5.67	11	12	27%
		Wade Hampton	15	8.41	12	2	85%
		Wrangell	6	5.82	2	4	0%
		Yakutat	0	0.00	0	0	0%
		Yukon-Koyukuk	12	5.38	6	6	38%

**Cities with 50+ same-sex couples
ranked by same-sex couples per 1,000 households**

State rank	US rank among 1,415 cities with 50+ same-sex couples	City	Same-sex couples (adjusted)	Same-sex couples per 1,000 households (adjusted)
1	211	Juneau	118	9.67
2	698	Anchorage	633	5.89
3	708	Fairbanks	67	5.83

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Evidence of Employment Discrimination Based on Sexual Orientation and Gender Identity: An Analysis of Complaints Filed with State Enforcement Agencies, 2008-2014



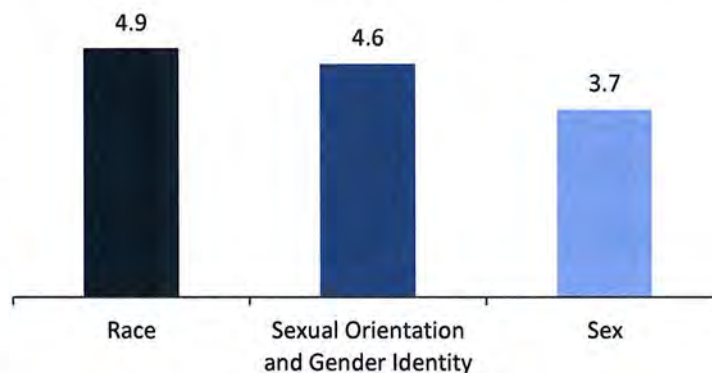
Christy Mallory and Brad Sears

October 2015

Executive Summary

As of October 2015, twenty-two states and the District of Columbia expressly prohibited employment discrimination on the basis of sexual orientation.¹ Of those states, nineteen and the District of Columbia also expressly prohibited discrimination on the basis of gender identity.² This report measures how frequently these laws are used by LGBT people, compared to how frequently race non-discrimination laws are used by people of color, and sex non-discrimination laws are used by women.

National Population-Adjusted Complaint Rates (per 10,000)



An aggregation of all available state-level data shows that sexual orientation and gender identity employment non-discrimination laws are used by LGBT people at a similar rate to the use of race non-discrimination laws by people of color and sex discrimination laws by women. Nationally, on average, approximately 4.6 complaints of sexual orientation and gender identity discrimination are filed for every 10,000 LGBT workers each year, compared to approximately 4.9 complaints of race discrimination filed for every 10,000 workers of color, and 3.7 complaints of sex discrimination filed for every 10,000 female workers.

The findings refute the argument that discrimination against LGBT people does not occur often enough to establish a need for protective laws. Additionally, even with similar filing rates, sexual orientation and gender identity complaints will not overwhelm government agencies because the absolute number of such complaints filed is low. The annual average number of sexual orientation and gender identity complaints for all 14 states that provided data was 1,600, compared to 9,800 complaints of race discrimination and 13,700 complaints of sex discrimination.

Introduction

In the U.S., nearly 6.5 million workers identify as LGBT. Just under half of these workers (49%) live in the twenty-two states that expressly prohibit employment discrimination based on sexual orientation, and approximately 40% live in states that expressly prohibit employment discrimination based on gender

identity. Over half (51%) of the LGBT workforce in the U.S. is not covered by state-level laws that provide express protection from employment discrimination based on sexual orientation or gender identity.

Previous studies have analyzed discrimination complaints filed with administrative agencies in those states that prohibit sexual orientation and gender identity discrimination.³ These studies have shown that when adjusted for population size, sexual orientation and gender identity laws are used by LGBT workers at similar rates as sex discrimination laws are used by female workers, and that race discrimination complaints are filed at slightly higher rates. The results of these studies, when combined with other research documenting discrimination against LGBT people, support that there is both a need for laws that prohibit discrimination on the basis of sexual orientation and gender identity, and that prohibiting these forms of discrimination will not overwhelm administrative enforcement agencies.

This report updates these prior studies by applying a similar methodology to more recent data on administrative complaints. In the present study, overall, we find that sexual orientation and gender identity employment discrimination complaints are filed by LGBT people at a similar rate to the rate of sex discrimination filings by women and race discrimination filings by people of color. The filing rate for sexual orientation and gender identity discrimination complaints is 4.6 per 10,000 LGBT workers, compared to 3.7 sex discrimination complaints per 10,000 female workers and 4.9 race discrimination complaints per 10,000 workers of color. The findings of this study are consistent with the findings of the prior studies.

Methodology

This study largely replicates the methodology used in the two prior studies. Slight changes were made to the previous methodologies because better data on the size of the LGBT population in each state has since become available.

First, we collected data on employment discrimination complaints from the administrative agencies responsible for enforcing non-discrimination laws in states that prohibited sexual orientation and gender identity discrimination by statute at the time of data collection. Specifically, we collected data on the number of employment discrimination complaints filed each year, from 2008 through 2014, based on race, sex, sexual orientation and gender identity. In many cases, state agencies made this information available in their annual reports published online. Where the data were not available online or only limited data were available, we contacted the state agencies directly and requested the information. We were able to collect data, either online or through direct contact with the agencies, from 14 of 21 states that prohibited discrimination based on sexual orientation or gender identity at the time of data collection (Appendix). For 10 states, we were able to gather complete data for all years; for the other four states we were able to gather data for at least four years. One state, Utah, was excluded from our analysis because the sexual orientation and gender identity non-discrimination law had not been in effect for a full year at the time of data collection. Additionally, we did not obtain information about the number of complaints that alleged discrimination based on more than one of the studied characteristics. That is, we do not know the number of complaints alleging, for example, discrimination

based on both sexual orientation and sex. For purpose of this analysis, complaints of discrimination based on multiple characteristics are counted as individual complaints under each characteristic.

Next, we divided the number of complaints filed each year on each basis by the number of people most likely to file these types of discrimination complaints in the state's workforce, and then multiplied that figure by 10,000 to get the rate of complaints filed per 10,000 workers. We assume that race discrimination complaints are most likely to be filed by people of color, sex discrimination complaints are most likely to be filed by women, and sexual orientation complaints are most likely to be filed by LGBT people. We used yearly data from the American Community Survey (ACS) to find the workforce population totals for women and people of color each year. For the underlying population for race discrimination complaints, we included all non-whites and all Hispanic or Latino-identified people in the workforce. People in the armed forces were excluded from workforce totals because they are not covered by state-level non-discrimination laws.

The ACS does not collect data on sexual orientation or gender identity, so it is not possible to determine the size of the LGBT workforce directly from ACS data. In order to estimate the number of LGBT workers in each state, we applied the percentage of people in the workforce who identified as LGBT in Gallup polling data collected between 2012 and 2014 to the number of people each state's workforce from yearly ACS data (again, we excluded people in the armed forces).

We subtracted the estimated number of transgender workers from the LGBT workforce in several states where gender identity complaint data were not available, so that our underlying population for purposes of adjusting sexual orientation complaints was LGB only. First, we subtracted transgender workers from the LGBT workforce for all years in four states because three of the states do not include gender identity in their non-discrimination statutes (New Hampshire, New York, and Wisconsin) and one state did not add the protections until October 2014 (Maryland), so these four states did not collect any data on gender identity discrimination complaints during the time period of this study.⁴ Second, we subtracted transgender workers from the LGBT workforce in two other states (Connecticut and Hawaii) for the years before gender identity protections were added to their laws.⁵ Finally, we subtracted transgender workers in California for four years of data (2008-2011) because the state could not provide the number of complaints filed on the basis of gender identity for those years. We estimated the number of transgender workers in these states by applying the percentage of the U.S. population that identifies as transgender (0.3%)⁶ to the state's workforce number, excluding people in the armed forces.

This methodology was followed for each of the 14 states from which we were able to collect data on discrimination complaints, across all years of complaint data. After all annual population-adjusted complaint rates were determined for a state, we averaged the annual rates by filing basis. This provided annual population-adjusted complaint rates for sexual orientation and gender identity complaints, race discrimination complaints, and sex discrimination complaints in 14 states.

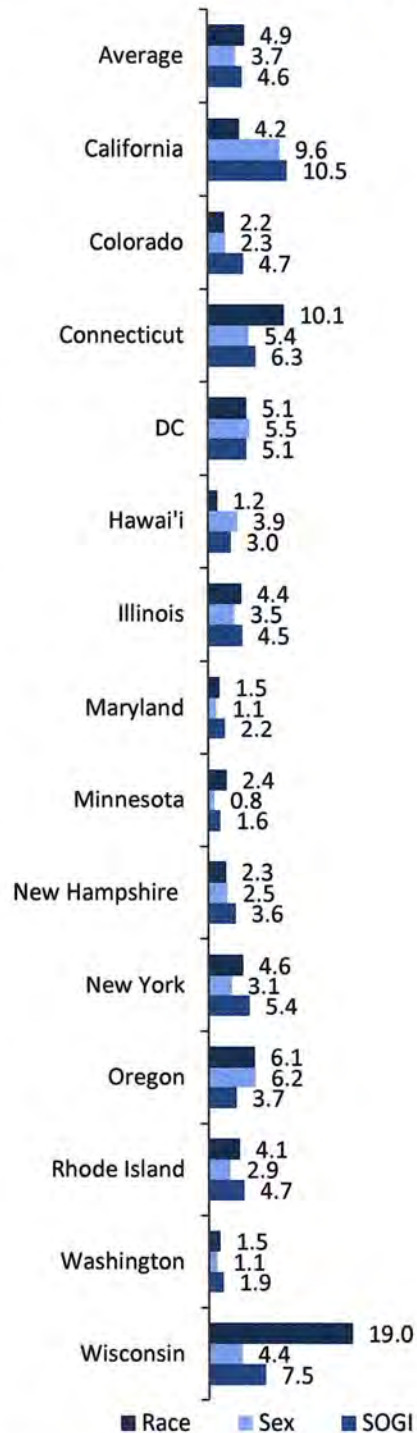
We were unable to analyze the per capita rate of gender identity complaints separately because very few states were able to provide separate data on complaints filed on the basis of sexual orientation and complaints filed on the basis of gender identity. Most states combine these filing bases in their records.

Findings

When the size of the LGBT workforce is incorporated into the analysis of complaint rates, our measure shows that per capita sexual orientation and gender identity employment discrimination complaints are filed at similar rates to sex and race discrimination complaints.

- At the national level, on average, approximately 4 to 5 complaints per 10,000 protected workers are filed per year: 4.6 complaints of sexual orientation and gender identity discrimination are filed for every 10,000 LGBT employees each year; 4.9 complaints of race discrimination are filed for every 10,000 workers of color; and 3.7 complaints of sex discrimination are filed for every 10,000 female workers.
- The adjusted rate for sexual orientation and gender identity complaints is similar to, although on average slightly higher than, the adjusted rate for sex discrimination complaints.
- The adjusted rate for sexual orientation and gender identity discrimination is similar to, though on average slightly lower than, the adjusted rate for race discrimination complaints.

Population-Adjusted Complaint Rates (per 10,000)



Population-adjusted complaint rates provide an important context in which to analyze the raw complaint data

Population-adjusted complaint rates provide the context in which we can effectively analyze discrimination complaint rates based on race, sex, and sexual orientation and gender identity. The raw data alone suggest that the number of sexual orientation discrimination complaints is small compared to large numbers of complaints based on race and sex. However, even the most disparate adjusted rates significantly decrease the differences suggested by the raw data.

For example, in California from 2008 through 2014, an average of 4,561 complaints of race discrimination and 8,250 complaints of sex discrimination were filed annually. By contrast, an average of 946 complaints of sexual orientation discrimination and gender identity discrimination were filed each year.

TABLE 1: Sex and Sexual Orientation & Gender Identity (Complaints Per 10,000 Workers)

	Sexual Orientation & Gender Identity	Sex
Average	4.6	3.7
California	10.5	9.6
Colorado	4.7	2.3
Connecticut	6.3	5.4
DC	5.1	5.5
Hawai'i	3.0	3.9
Illinois	4.5	3.5
Maryland	2.2	1.1
Minnesota	1.6	0.8
New York	3.6	2.5
New Hampshire	5.4	3.1
Oregon	3.7	6.2
Rhode Island	4.7	4.7
Washington	1.9	1.9
Wisconsin	7.5	7.5

Those raw numbers suggest that sex discrimination complaints are filed almost nine times more often than sexual orientation and gender identity complaints, and race discrimination complaints are filed almost five times more often than sexual orientation and gender identity complaints. But the number of people of color in California's workforce (11,548,044 in 2014) is higher than the number of women (8,853,538 in 2014) and both populations are greater than the number of LGBT people in the state's workforce (944,559 in 2014). Once we adjust the data for the workforce population of each group, we are able to make more relevant comparisons. Adjusted rates show that annually, on average, 9.6 complaints of sex discrimination were filed per 10,000 female workers, 4.2 complaints of race discrimination were filed per 10,000 workers of color, and 10.5 sexual orientation and gender identity discrimination complaints were filed per 10,000 LGBT workers. Although a seemingly small number of sexual orientation and gender identity discrimination complaints were filed, they are actually filed by LGBT workers at a higher frequency than race discrimination complaints and sex discrimination complaints.

Sexual orientation and gender identity discrimination complaints are filed at a rate similar to, although on average slightly higher than, sex discrimination complaints

Table 1 compares the adjusted rate for sexual orientation and gender identity complaints with that for sex discrimination complaints in the 14 states for which data were collected. On a national level, the adjusted complaint rate for sexual orientation and gender identity is similar to, though on average slightly higher than, the adjusted complaint rate for sex discrimination complaints. In 11 states (California, Colorado, Connecticut, Illinois, Maryland, Minnesota, New Hampshire, New York, Rhode Island, Washington, and Wisconsin), sexual orientation and gender identity complaints were filed at a slightly higher rate than sex discrimination complaints. The disparities in filing rates in the remaining states are small, varying from approximately one to three more complaints of sex discrimination than sexual orientation and gender identity discrimination per 10,000 protected workers each year.

Sexual orientation and gender identity discrimination complaints are filed at a rate similar to, although on average slightly lower than, race complaints

Table 2 compares the adjusted rates for sexual orientation and gender identity complaints with that for race discrimination complaints in the 14 states for which data were collected. In eight states (California, Colorado, Hawaii, Maryland, New Hampshire, New York, Rhode Island, and Washington), sexual orientation and gender identity complaints were filed at a higher rate than race discrimination complaints. In two additional states, sexual orientation and gender identity discrimination complaints were filed at the same, or nearly the same, rate as race discrimination complaints (DC and Illinois). The disparities in filing rates in the remaining states varied from approximately one to eleven more complaints of race discrimination than sexual orientation and gender identity discrimination per 10,000 protected workers each year.

TABLE 2: Race and Sexual Orientation & Gender Identity (Complaints Per 10,000 Workers)

	Sexual Orientation & Gender Identity	Race
Average	4.6	4.9
California	10.5	4.2
Colorado	4.7	2.2
Connecticut	6.3	10.1
DC	5.1	5.1
Hawai'i	3.0	1.2
Illinois	4.5	4.4
Maryland	2.2	1.5
Minnesota	1.6	2.4
New York	3.6	2.3
New Hampshire	5.4	4.6
Oregon	3.7	6.1
Rhode Island	4.7	4.1
Washington	1.9	1.5
Wisconsin	7.5	19.0

Comparison of findings to previous reports

Our findings are consistent with findings of two previous studies which analyzed older data using a similar methodology, *Evidence of Employment Discrimination on the Basis of Sexual Orientation and Gender Identity: Complaints Filed with State Enforcement Agencies 1999-2007* (2008)⁷ and *Do Gay Rights Matter?: An Empirical Assessment* (2001).⁸

Our findings are more similar to the more recent (2008) study's findings. Our study and the 2008 study found that, nationally, race, sex, and sexual orientation and gender identity complaints are all filed at average rates of about 4 to 7 complaints per 10,000 protected workers each year. The sexual orientation and gender identity complaint rate found in the present study is nearly identical to the rate found in the 2008 study: 4.6 complaints per 10,000 LGBT workers in the present study compared to 4.7 complaints per 10,000 LGB workers in the 2008 study. The rates of sex discrimination complaints and race discrimination found in the present study are slightly lower than the rates found in the 2008 study: 3.7 complaints of sex discrimination per 10,000 female workers in the present study compared to 5.4 complaints in the 2008 study, and 4.9 complaints of race discrimination per 10,000 workers of color in the present study compared to 6.5 complaints in the 2008 study. All three studies found that race discrimination complaints are filed at the highest rates.

The findings of the present study are less similar to, but still consistent with, the findings of the 2001 study. Generally, the complaint rates found in the 2001 study, across all types of discrimination, were higher than the rates found in the present study as well as the 2008 study. The 2001 study calculated a range for the sexual orientation complaint rate because data available at that time did not allow for reliable estimates of the size of the LGBT workforce in each state. The range was from 3.4 complaints to 18.2 complaints per 10,000 LGB workers. Our finding on the sexual orientation complaint rate, along with that of the 2008 study, is at the low end of this range. The rate of sex discrimination complaints found in the present study was slightly lower than, but similar to, the rate found in the 2001 study (3.7 complaints per 10,000 female workers compared to 5.4 complaints). The rate of race discrimination complaints found in the 2001 study was approximately four times greater than the rate of race complaints found in the present study: 20.2 complaints per 10,000 workers of color in the 2001 study compared to 4.9 complaints per 10,000 workers in the present study.

Potential Impact of Complaints Alleging More than One Type of Discrimination

From the data provided by the agencies, we were unable to determine how many complaints alleged discrimination based on more than one of the studied characteristics. For example, we could not determine how many complaints of gender identity discrimination also alleged sex discrimination. In the data provided, complaints alleging more than one type of discrimination were considered separate complaints of each type of discrimination. Because there may be overlap in complaints alleging discrimination based on sexual orientation or gender identity and another characteristic protected under state law (such as race, sex, or disability), the addition of sexual orientation and gender identity to existing state non-discrimination laws may result in fewer new complaints filed with state agencies than our estimate suggests.

Limitations on the separate analysis of gender identity employment discrimination complaint rates

Various studies have found that transgender individuals experience substantially higher rates of employment discrimination than LGB people. However, due to inadequate data collection and recording methods, we were unable to analyze the rate of gender identity complaints filed by transgender employees separately. This is a result of most states combining data on sexual orientation and gender identity discrimination filings. Of the 14 states that provided data for this study, only three states (Colorado, DC, and Rhode Island) were able to provide separate data on gender identity complaints for at least three years. Additionally, there are no reliable data on the percentage of the workforce that identifies as transgender in each state, making it difficult to accurately estimate the underlying population numbers for a population-adjusted complaint rate. The omission of a separate analysis of gender identity discrimination complaints in this report indicates a need for further research on the transgender population.

Conclusion

When comparing population-adjusted rates for filing employment discrimination complaints with state enforcement agencies, we find that LGBT people file complaints of sexual orientation and gender identity discrimination at a rate similar to women filing sex discrimination complaints and people of color filing race discrimination complaints. At the national level, based on the states with available data, the average adjusted complaint rates for each type of discrimination are around 4 to 5 complaints per 10,000 protected workers per year. The findings of this report are consistent with earlier studies that applied a similar methodology to older data.

Endnotes

¹ These states are: California, Colorado, Connecticut, Delaware, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Utah, Vermont, Washington, and Wisconsin. For purposes of this report, DC is considered a “state.”

² All states listed above except New Hampshire, New York, and Wisconsin.

³ CHRISTOPHER RAMOS, M.V. LEE BADGETT & BRAD SEARS, WILLIAMS INST., EVIDENCE OF EMPLOYMENT DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY: COMPLAINTS FILED WITH STATE ENFORCEMENT AGENCIES 1999-2007 (2008), *available at* <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Badgett-Sears-Ramos-Emphy-Discrim-1999-2007-Nov-08.pdf>; William B. Rubenstein, *Do Gay Rights Laws Matter? An Empirical Assessment*, 75 S. Cal. L. Rev. (2007), *available at* <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Rubenstein-Do-Gay-Rights-Laws-Matter-2001.pdf>.

⁴ Connecticut added gender identity protections to its non-discrimination law in 2011, but the Connecticut Commission on Human Rights and Opportunities did not begin reporting gender identity complaints until fiscal year 2013. H.B. 6599, 2011 Gen. Assem., Jan. Sess. (Conn. 2011). *Compare* CONN. COMM. ON HUM. RIGHTS AND OPPORTUNITIES, FISCAL YEAR JULY 1, 2011 TO JUNE 30, 2012: CASE PROCESSING REPORT, CUMULATIVE DATA (2012), *available at* http://www.ct.gov/chro/lib/chro/2011-2012_Finished.pdf to CONN. COMM. ON HUM. RIGHTS AND OPPORTUNITIES, FISCAL YEAR JULY 1, 2012 TO JUNE 30, 2013: CASE PROCESSING REPORT, CUMULATIVE DATA (2013), *available at* http://www.ct.gov/chro/lib/chro/2012-2013_Finished.pdf. Hawaii clarified that the sexual orientation provisions of the state’s non-discrimination law also prohibit discrimination based on gender identity. H.B. 546, 26th Leg., Reg. Sess. (Haw. 2011).

⁵ S.B. 212, 2014 Gen. Assem., Reg. Sess. (Md. 2014).

⁶ GARY J. GATES, WILLIAMS INST., HOW MANY PEOPLE ARE LESBIAN, GAY, BISEXUAL, AND TRANSGENDER? 1 (2011), *available at* <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Gates-How-Many-People-LGBT-Apr-2011.pdf>.

⁷ CHRISTOPHER RAMOS, M.V. LEE BADGETT & BRAD SEARS, WILLIAMS INST., EVIDENCE OF EMPLOYMENT DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY: COMPLAINTS FILED WITH STATE ENFORCEMENT AGENCIES 1999-2007 (2008), *available at* <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Badgett-Sears-Ramos-Emphy-Discrim-1999-2007-Nov-08.pdf>.

⁸ William B. Rubenstein, *Do Gay Rights Laws Matter? An Empirical Assessment*, 75 S. Cal. L. Rev. (2007), *available at* <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Rubenstein-Do-Gay-Rights-Laws-Matter-2001.pdf>.

Appendix

Sexual Orientation and Gender Identity, Race, and Sex Discrimination Complaints Filed with State Enforcement Agencies

California	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted Rate (per 10,000)
Sexual Orientation	821	807	717	727	880	1309	1360	946	10.5
Race	4208	3541	3668	3427	4030	6567	6488	4561	4.2
Sex	7151	7170	7156	7000	6966	11233	11074	8250	9.6

Source: California Department of Fair Employment and Housing

Colorado	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted Rate (per 10,000)
Sexual Orientation & Gender Identity	52	47	44	43	51	62	54	50	4.7
Race	220	166	192	140	129	139	153	163	2.2
Sex	332	316	261	230	304	297	316	294	2.3

Source: Colorado Civil Rights Division

Connecticut	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted Rate (per 10,000)
Sexual Orientation & Gender Identity	49	44	53	38	47	45	65	49	6.3
Race	544	490	517	564	541	534	538	533	10.1
Sex	551	516	483	518	437	479	544	504	5.4

Source: Connecticut Commission on Human Rights and Opportunities

DC	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted Rate (per 10,000)
Sexual Orientation & Gender Identity	30	25	22	18	15	19	22	22	5.1
Race	NA	104	109	79	63	63	103	201	5.1
Sex	NA	175	101	89	65	76	90	99	5.5

Source: District of Columbia Office of Human Rights

Hawaii	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted (per 10,000)
Sexual Orientation & Gender Identity	8	9	15	9	12	3	4	9	3.0
Race	59	66	62	75	60	61	57	63	1.2
Sex	139	137	125	87	92	154	146	126	3.9

Source: Hawaii Civil Rights Commission

Illinois	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted (per 10,000)
Sexual Orientation & Gender Identity	80	143	125	165	135	98	96	124	4.5
Race	1008	1138	1009	932	1025	906	851	981	4.4
Sex	1145	1259	1289	1095	1153	1017	913	1124	3.5

Source: Illinois Department of Human Rights

Maryland	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted (per 10,000)
Sexual Orientation	24	23	22	26	24	28	15	23	2.2
Race	241	237	193	161	230	222	174	208	1.5
Sex	199	173	188	144	169	201	111	169	1.1

Source: Maryland Commission on Human Relations

Minnesota	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted (per 10,000)
Sexual Orientation & Gender Identity	NA	NA	NA	6	5	6	2	5	1.6
Race	NA	NA	NA	10	22	14	7	13	2.4
Sex	NA	NA	NA	6	3	5	2	4	0.8

Source: Minnesota Department of Human Rights

New Hampshire	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted (per 10,000)
Sexual Orientation	7	4	8	12	9	11	4	8	3.6
Race	NA	NA	17	4	10	17	13	12	2.3
Sex	NA	NA	90	91	109	69	78	87	2.5

Source: New Hampshire Commission for Human Rights

New York	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted (per 10,000)
Sexual Orientation	263	227	247	234	215	228	204	231	3.6
Race	2252	2153	1191	1683	1871	1990	1734	1839	2.3
Sex	1666	1675	1624	1349	1460	1538	1281	1513	2.5

Source: New Hampshire Commission for Human Rights

Oregon	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted (per 10,000)
Sexual Orientation & Gender Identity	28	42	40	31	26	30	55	36	3.7
Race	301	190	263	255	197	231	255	242	6.1
Sex	623	551	616	577	599	521	554	577	6.2

Source: Oregon Civil Rights Division

Rhode Island	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted (per 10,000)
Sexual Orientation & Gender Identity	11	NA	7	NA	7	14	14	11	4.7
Race	50	NA	48	NA	37	64	51	50	4.1
Sex	84	NA	64	NA	51	102	103	81	2.9

Source: Rhode Island Commission for Human Rights

Washington	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted (per 10,000)
Sexual Orientation & Gender Identity	25	23	15	45	37	26	40	30	1.9
Race	158	129	67	242	112	109	103	131	1.5
Sex	208	199	111	246	147	172	172	179	1.1

Source: Washington Human Rights Commission

Wisconsin	2008	2009	2010	2011	2012	2013	2014	Annual Average	Population-Adjusted (per 10,000)
Sexual Orientation	57	69	82	59	69	63	54	65	7.5
Race	878	849	782	877	769	706	711	796	19.0
Sex	703	730	635	712	633	603	576	656	4.4

Source: Wisconsin Civil Rights Bureau



**ANCHORAGE LGBT
DISCRIMINATION SURVEY:
FINAL REPORT**

Melissa S. Green

MARCH 2012



EXECUTIVE SUMMARY

The Anchorage LGBT Discrimination Survey came about as a result of a perceived need for quantifiable data on the incidence of discrimination against lesbian, gay, bisexual, and transgender (LGBT) individuals in the Municipality of Anchorage. It represents the first effort since the late 1980s to compile rigorous data about the incidence of sexual orientation bias and discrimination in Anchorage — and the first effort ever to document Anchorage or Alaska-specific data about discrimination and bias on the basis of gender identity and expression.

The Anchorage LGBT Discrimination Survey was conducted in January through March, 2011. Its key findings on the violence, intimidation, and discrimination experienced in the Municipality of Anchorage by its 268 lesbian, gay, bisexual, and transgender respondents were previously reported in the preliminary report (Green, 2011).

In addition to those key finding, also reproduced below as part of this executive summary, this final report includes:

- Detailed tables upon which the charts included in the preliminary report were based.
- A complete methodology including detailed discussion of sampling selection. Probability (random) sampling of LGBT populations is difficult and prohibitively expensive due to several challenges, which are explained. This survey used nonprobability sampling, which is the most common type used for LGBT populations.
- Complete demographic data for the survey population with, in some cases, comparison with 2010 U.S. Census Bureau data from the American Community Survey for total population of the Municipality of Anchorage.
- Expanded discussion of major findings from the prior Alaska studies One in Ten and Identity Reports; comparisons with those national LGBT studies of anti-LGBT discrimination which are based on probability sampling; and comparison with an extensive national nonprobability transgender discrimination study (over 6000 respondents) covering all 50 states, Washington, DC, and several U.S. territories. Though the present survey is based on nonprobability sampling, its results are similar in many respects to national data, and also demonstrates that sexual orientation and gender identity discrimination are as common Alaska and Anchorage as in the rest of the United States.
- Comparisons with recent data on experience of racism in Anchorage from the Anchorage Community Survey 2009 (Chamard, forthcoming). Experiences of racism are common in Anchorage, especially among blacks, Alaska Natives/American Indians, and Pacific Islanders. Sexual orientation/gender identity bias and discrimination is experienced by LGBT people at comparable levels.
- Examination of case processing data for actual discrimination complaints filed with Anchorage Equal Rights Commission (2002–2009) and Alaska State Commission for Human Rights (2006–2010).
- Findings from national studies conducted by The Williams Institute at UCLA School of Law on the rates of employment discrimination complaints based on sexual orientation/gender identity as compared with complaints for sex discrimination and race/color discrimination in states where sexual orientation and/or gender identity discrimination are prohibited. Typically for those states, complaints to state human rights agencies of employment discrimination on

the basis of sexual orientation or gender identity are made at only a slightly lower rate per 10,000 LGBT employees as are complaints of sex discrimination per 10,000 female workers; complaints of discrimination on the basis of race/color tend to be higher than either sexual orientation/gender identity or sex discrimination.

- (8) Respondent comments (edited for respondent confidentiality).

Key findings of the Anchorage LGBT Discrimination Survey

Recent discrimination

- The 50 respondents who have lived in Anchorage less than five years reported experiencing discrimination/bias in Anchorage at only slightly lower rates than the survey sample as a whole, in spite of a much shorter span of time in Anchorage within which to accumulate experiences of discrimination. There were only a few types of discrimination/bias that this population did not report having experienced while in Anchorage, such as discrimination in child custody proceedings.

Violence, intimidation, harassment, and bullying

- Verbal abuse/namecalling was by far the most frequently experienced form of anti-gay/anti-trans bias reported by respondents. 76.5% of the total study sample of 268 respondents and 68.0% of the subsample of 50 respondents who have lived in Anchorage for less than five years have experienced verbal abuse/namecalling at least once while in Anchorage.
 - Experiences of various forms of harassment, intimidation, and bullying were fairly common. Of the total sample of 268 respondents, 42.5% had been threatened with physical violence, 32.8% had been followed or chased, and 29.9% had experienced property damage attributed to anti-LGBT bias. 18.3% had experienced actual physical violence in Anchorage because of their sexual orientation, gender identity, or gender presentation, and 6% had been sexually assaulted.
 - Harassment and bullying were also common on the job and in rented housing. Of the total sample of 268 respondents, 44% had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs. 18.7% had been harassed by their landlord or other tenants.
 - 41% of the total sample had been bullied or harassed by other students in Anchorage schools and educational institutions. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school. These figures are especially remarkable given that many respondents had never attended school or college in Anchorage, indicating that rates at which LGBT students experience bullying and harassment in educational settings is probably higher.
 - 13.4% of the total sample reported being harassed or verbally abused by medical providers. 8.6% of the total sample reported being harassed or verbally abused at least once by Anchorage police, and 7.5% said they had been stopped at least once by Anchorage police because of their sexual orientation or gender identity, without other justification for the stop.
-
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- In general, non-transgender gay and bisexual men tended to report experiencing violence, intimidation, harassment, and bullying at higher rates than non-transgender lesbian and bisexual women.
- Transgender respondents reported higher rates of being followed or chased (44% for trans; 31.7% for non-trans) and of experiencing actual physical violence (24% for trans; 17.7% for non-trans).

Employment

- The second most common issue reported by respondents (after verbal abuse/harassment) was hiding their sexual orientation, gender identity, or gender transition in order to avoid job discrimination. 73.1% of the total sample and 62% of the respondents who had lived in Anchorage less than five years reported hiding in this way at least once to avoid job discrimination in Anchorage.
- As previously noted, 44% of the total sample had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs.
- 20.9% of the total sample said they had been turned down for a job when otherwise qualified because of sexual orientation or gender identity/presentation, and 17.5% reported being denied a promotion at least one time.
- 14.6% reported being actually fired from a job at least once in Anchorage because of sexual orientation or gender identity/presentation.
- 4.5% of all respondents reported being unable to use gender-appropriate restrooms at work, and 4.1% said they delayed gender transition to avoid discrimination. These figures included about one third of all respondents who identified themselves as transgender.
- Non-transgender lesbian and bisexual women reported higher rates than non-transgender gay and bisexual men of having hidden their sexual orientation or gender identity/presentation at least once to avoid employment discrimination (75.7% for women; 70.6% for men); of being harassed on-the-job (44.9% for women; 41.2% for men); and of being actually forced to leave a position because of harassment (18.7% for women; 11.0% for men).
- Transgender respondents reported higher rates than non-transgender respondents of almost all types of employment discrimination evaluated in the survey. In particular, a higher percentage of transgender respondents experienced reported harassment by employers and coworkers (56.0% for trans; 42.8% for non-trans). Nearly a third of transgender respondents (32.%) were unable to use gender-appropriate bathrooms at work, and over a third (36.0%) said they had delayed gender transition to avoid job discrimination.

Housing/shelter

- As previously noted, 18.7% of the 268 respondents in the study reported having been harassed by Anchorage landlords or other tenants because of their sexual orientation or gender identity/presentation.
-

- Transgender respondents reported harassment from landlords and other tenants at a rate over twice that reported by non-transgender respondents (36.0% for trans; 16.9% for non-trans).
- 10.1% of the total sample said they had been denied a lease at least once when otherwise qualified.
- 8.2% of the total sample reported being evicted or forced to move at least once because of sexual orientation or gender identity/presentation.
- 1.5% of the total sample reported being denied access to shelter at least once.

School/education

- As previously noted, 41% of the total sample had been bullied or harassed by other students in an Anchorage educational setting. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school.
- 10.1% of the total sample said they had been denied participation in extracurricular activities because of sexual orientation or gender identity/presentation.
- 1.9% reported being denied admission at least once to an Anchorage school or an academic program when otherwise qualified.
- 1.1% were denied financial aid at least once. 0.7% reported being denied campus housing because of sexual orientation or gender identity/presentation.
- Non-transgender gay and bisexual men reported higher rates of almost all types of school/education discrimination than non-transgender lesbians and bisexual women. In particular, non-transgender males had a higher rate of reporting bullying and harassment from other students (47.0% of men; 32.7% of women) and of actually having to leave school because of harassment (9.6% for men; 0.9% for women).
- Transgender and non-transgender respondents showed similar rates of being bullied or harassed by other students (40.0% of trans; 41.2% of non-trans); however, transgender respondents reported discrimination at higher rates than non-transgender respondents in all other categories of education discrimination evaluated in the survey. Nearly one-quarter (24.0%) of transgender respondents reported having been bullied or harassed at least once by Anchorage teachers, compared with 13.2 percent of non-transgender respondents; and this group reported over twice as high a rate of being denied participation in extracurricular activities (20.0% of trans; 9.1% of non-trans).

Child custody/relationships

- 4.5% of the total sample of 268 respondents reported that their sexual orientation or gender identity/presentation was used against them at least once in a child custody proceeding.
 - 3.0% of all respondents had contact with their minor children restricted by a former spouse because of sexual orientation or gender identity/presentation.
 - 0.7% of all respondents reported that custody of their children was restricted by a court because of sexual orientation or gender identity/presentation.
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- Within the total sample of 268 respondents, a higher proportion of non-transgender lesbians and bisexual women than non-transgender gay or bisexual men reported that their sexual orientation or gender identity/presentation being used against them in a child custody proceeding (7.5% of women; 2.9% of men). Only one transgender respondent in the study (4.0%) reported an incident of discrimination in child custody/relationships while in Anchorage (contact with children restricted by a former spouse).
- These findings are based on the total study population of 268 respondents; but non-parents cannot, of course, experience issues related to child custody. A more accurate picture of child custody issues can be gained by noting that only 63 (23.7%) of the total study population reported having children, including 18 non-transgender male respondents, 26 non-transgender female respondents, and 9 transgender respondents. Thus, the rates at which LGBT respondents who are actually parents reported discrimination in child custody proceedings are higher. This issue will be discussed in greater depth in the final report.
- None of the 50 respondents who had lived less than five years in Anchorage reported having experienced issues with child custody proceedings while in Anchorage.

Public services

- As previously mentioned, 13.4% of the total sample reported being harassed or verbally abused by medical providers. This was the most frequently experienced form of public services discrimination reported. Respondents also reported three other forms of discrimination from Anchorage medical providers: 4.9% were denied non-emergency medical care; 4.1% were denied transition-related care; and 0.7% were denied emergency medical care at least once.
 - The second most frequently reported form of public services discrimination was being denied service in a restaurant or bar: 13.1% of the total sample reported experiencing this at least once in Anchorage because of their sexual orientation or gender identity/presentation. 3.4% were denied a room in an Anchorage hotel or motel at least once; 6.0% were denied use of a public restroom; 10 (3.7%) were denied a loan or line of credit when otherwise qualified.
 - As previously noted, 8.6% of the total sample reported having been harassed or verbally abused by Anchorage police — the third most frequently reported form of public services discrimination. 7.5% reported being stopped by Anchorage police at least once because of their sexual orientation or gender identity, with no other justification for the stop — the fifth most frequently reported form of public services discrimination. In other government services, 1.9% of all respondents were denied gender-appropriate driver's licenses from the Alaska Division of Motor Vehicles; 4.1% were denied services by a local government agency; and 1 respondent (0.4%) was denied a ride or forcibly removed from a People Mover bus.
 - The fourth most frequently reported form of public services discrimination was being denied membership or access to a gym or fitness club, with 8.2% of the total sample reporting having experienced this form of discrimination. 3.7% were denied use of a changing room at a gym or fitness club.
 - For every type of public services discrimination included in the survey, without exception, a higher proportion of transgender respondents than non-transgender respondents reported
-

experiencing discrimination. In particular, 44% of transgender respondents reported having at least once been denied use of a public restroom while in Anchorage, compared with just 2.1% of non-transgender respondents. Over one-third of transgender respondents — 36.0% — had been harassed or verbally abused by medical providers, more than three times the percentage reported by non-transgender respondents (11.1%). Over a quarter of transgender respondents — 28.0% — reported being denied use of a changing room at a gym or fitness club, compared with only 1.2 percent of non-transgender respondents.

- Two categories of public services discrimination are fairly specific to transgender persons: transition-related care and gender-appropriate driver's licenses. 40% of transgender respondents reported being denied transition-related care by an Anchorage medical provider, and 16% had been denied the appropriate gender marker on their driver's license.

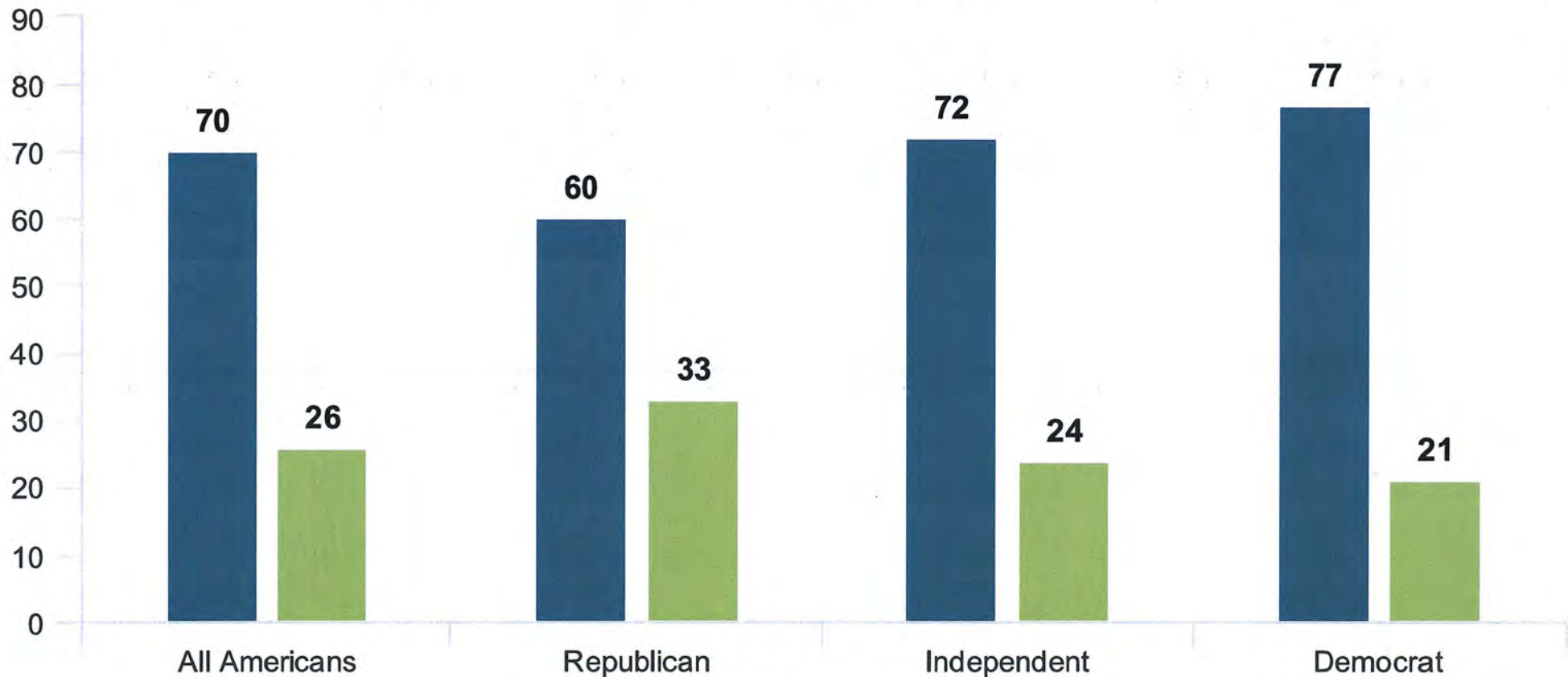
Relationship status

- More than three-quarters of respondents (77.2%) stated that their legal status under Alaska law was single, never married; only 4.5% were legally married under Alaska law. In contrast, 58.2% said that they were in committed relationships with intimate partners — relationships which are unrecognized in law except in limited contexts, such as with domestic partner benefits for same-sex partners of State of Alaska employees or “financially interdependent partner” benefits in the University of Alaska system.
-

Bipartisan Support for LGBT Nondiscrimination Laws

Do you favor or oppose laws that would protect gay, lesbian, bisexual, and transgender people against discrimination in jobs, public accommodations, and housing?

● Favor ● Oppose



Source: PRRI February 2017 Survey.

Business Coalition for Workplace Fairness

The majority of United States businesses have already started addressing workplace fairness for lesbian, gay, bisexual and transgender employees. But we need a federal standard that treats all employees the same way.

The Business Coalition for Workplace Fairness is a group of leading U.S. employers that support the Employment Non-Discrimination Act, a federal bill that would provide the same basic protections that are already afforded to workers across the country.

Lesbian, gay, bisexual and transgender employees are not protected under federal law from being fired, refused work or otherwise discriminated against. ENDA would do just that. The following leading employers support workplace fairness and the passage of the federal Employment Non-Discrimination Act.

Accenture Ltd.	New York, NY	The Hershey Co.	Hershey, PA
AIG	New York, NY	Hewlett-Packard Co.	Palo Alto, CA
Alcoa Inc.	New York, NY	Hillshire Brands Co.	Downers Grove, IL
American Eagle Outfitters Inc.	Pittsburgh, PA	Hilton Worldwide	McLean, VA
American Institute of Architects	Washington, DC	Hospira Inc.	Lake Forest, IL
Ameriprise Financial Inc.	Minneapolis, MN	HSBC – North America	Prospect Heights, IL
Amgen Inc.	Thousand Oaks, CA	Hyatt Hotels Corp.	Chicago, IL
AMR Corp. (American Airlines)	Fort Worth, TX	Integrity Staffing Solutions Inc.	Wilmington, DE
Apple	Cupertino, CA	Intel Corp.	Santa Clara, CA
AT&T Inc.	Dallas, TX	InterContinental Hotels Group Americas	Atlanta, GA
Bank of America Corp.	Charlotte, NC	International Business Machines Corp.	Armonk, NY
The Bank of New York Mellon Corp. (BNY Mellon)		Jenner & Block LLP	Chicago, IL
Barclays	New York, NY	Johnson & Johnson	New Brunswick, NJ
BASF Corp.	New York, NY	JPMorgan Chase & Co.	New York, NY
Bausch & Lomb Inc.	Florham Park, NJ	Kaiser Permanente	Oakland, CA
Best Buy Co. Inc.	Rochester, NY	KeyCorp	Cleveland, OH
Bingham McCutchen LLP	Richfield, MN	Kimpton Hotel & Restaurant Group	San Francisco, CA
Biogen Idec Inc.	Boston, MA	KPMG LLP	New York, NY
BMC Software Inc.	Weston, MA	Levi Strauss & Co.	San Francisco, CA
BNP Paribas	Houston, TX	Marriott International Inc.	Bethesda, MD
Boehringer Ingelheim Pharmaceuticals Inc.	New York, NY	Marsh & McLennan Companies Inc.	New York, NY
BP America Inc.	Ridgefield, CT	Medtronic Inc.	Minneapolis, MN
Bristol-Myers Squibb Co.	Warrenville, IL	Merck & Co. Inc.	Whitehouse Station, NJ
Broadridge Financial Solutions Inc.	New York, NY	Microsoft Corp.	Redmond, WA
Brown-Forman Corp.	Lake Success, NY	MillerCoors Brewing Co.	Chicago, IL
CA Technologies Inc.	Louisville, KY	Mitchell Gold + Bob Williams	Taylorsville, NC
Caesars Entertainment Corp.	Islandia, NY	Moody's Corp.	New York, NY
Capgemini U.S. LLC	Las Vegas, NV	Morgan Stanley	New York, NY
Capital One Financial Corp.	New York, NY	Motorola Inc.	Schaumburg, IL
Cardinal Health Inc.	McLean, VA	Nationwide	Columbus, OH
CareFusion Corp.	Dublin, OH	The Nielsen Co.	Schaumburg, IL
CC Media Holdings Inc. (Clear Channel)	San Diego, CA	Nike Inc.	Beaverton, OR
Charles Schwab & Co.	San Antonio, TX	Oracle Corp.	Redwood City, CA
Chevron Corp.	San Francisco, CA	Orbitz Worldwide Inc.	Chicago, IL
Choice Hotels International Inc.	San Ramon, CA	Pfizer Inc.	New York, NY
Chubb Corp.	Silver Spring, MD	PricewaterhouseCoopers LLP	New York, NY
Cisco Systems Inc.	Warren, NJ	Procter & Gamble Co.	Cincinnati, OH
Citigroup	San Jose, CA	QUALCOMM Inc.	San Diego, CA
Clorox Co.	New York, NY	RBC Wealth Management	Minneapolis, MN
The Coca-Cola Co.	Oakland, CA	Replacements Ltd.	McLeansville, NC
Coming Inc.	Atlanta, GA	Robins, Kaplan, Miller & Ciresi LLP	Minneapolis, MN
Darden Restaurants Inc.	Coming, NY	Self-Help Credit Union	Durham, NC
Delhaize America Inc.	Orlando, FL	SUPERVALU Inc.	Eden Prairie, MN
Dell Inc.	Salisbury, NC	Target Corp.	Minneapolis, MN
Deloitte LLP	Round Rock, TX	Teachers Insurance and Annuity Association - College Retirement Equities Fund	New York, NY
The Depository Trust & Clearing Corp.	New York, NY	Tech Data Corp.	Clearwater, FL
Deutsche Bank	New York, NY	Texas Instruments Inc.	Dallas, TX
Diageo North America	Norwalk, CT	Thomson Reuters	New York, NY
Dow Chemical Co.	Midland, MI	Time Warner Inc.	New York, NY
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington, DE	Travelers Companies Inc.	New York, NY
Eastman Kodak Co.	Rochester, NY	UBS AG	Stamford, CT
Electronic Arts Inc.	Redwood City, CA	US Airways Group Inc.	Tempe, AZ
Eli Lilly & Co.	Indianapolis, IN	Verizon Communications Inc.	New York, NY
EMC Corp.	Hopkinton, MA	WellPoint Inc.	Indianapolis, IN
Ernst & Young LLP	New York, NY	Wells Fargo & Co.	San Francisco, CA
Expedia Inc.	Bellevue, WA	Whirlpool Corp.	Benton Harbor, MI
Gap Inc.	San Francisco, CA	Wynn Resorts Ltd.	Las Vegas, NV
General Electric Co.	Fairfield, CT	Xerox Corp.	Stamford, CT
General Mills Inc.	Minneapolis, MN	Yahoo! Inc.	Sunnyvale, CA
General Motors Corp.	Detroit, MI		
GlaxoSmithKline	Philadelphia, PA		
Goldman Sachs Group Inc.	New York, NY		
Google Inc.	Mountain View, CA		
Groupon Inc.	Chicago, IL		
Hanover Direct Inc.	Weehawken, NJ		
Herman Miller Inc.	Zeeland, MI		



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Last updated April 2014 | www.hrc.org/bcwf

Small employers that support workplace fairness and the passage of the federal Employment Non-Discrimination Act:

Ability Market	Morristown, NJ	McCown & Evans LLP	San Francisco, CA
All Pro Home Inspections	San Diego, CA	Merge Media Group Gp LLC	Dallas, TX
ALT Services Inc.	Plano, TX	Michael Chamness Co.	Montpelier, ND
Americas Trade & Supply Co.	Miami, FL	Michael Toomey Pa	Miami, FL
August eTech LLC	Hamilton Square, NJ	Mirage Images Inc.	Chattanooga, TN
BancForce Financial Staffing	San Diego, CA	On-Site Productions Inc.	Alexandria, VA
Calvert Group Ltd.	Bethesda, MD	Osmosis Medialab Inc.	New York, NY
Classic Doors and Shutters Inc.	Memphis, TN	P2p Staffing Corp.	Coral Springs, FL
Cooney, Daniel Fine Art	New York, NY	PinnaclePay Merchant Services Inc.	Lawrenceville, GA
Corner Office Consultants	Tucker, GA	PocketNurse Enterprises Inc.	Pittsburgh, PA
David W. Cropper Insurance Agency LLC	Alexandria, VA	Prime Access Inc.	New York, NY
Delucchi Plus LLC	Washington, DC	Production Solutions Inc.	Vienna, VA
Emilio Robba Boutique	Coral Gables, FL	Project Designworks	San Diego, CA
Environmental Waste Solutions Inc.	Media, PA	Pulse Communication Inc.	New York, NY
Fair Measures Inc.	Santa Cruz, CA	Quorum	St. Paul, MN
Floordesigns Inc.	San Francisco, CA	Route 7 Productions Inc.	Miami Beach, FL
Four Star Cargo Inc.	Miami, FL	RSF Execare	Rancho Santa Fe, CA
Frontline Data Group	Vienna, VA	Scoji Enterprises LLC	Natchitoches, LA
Funny Boy Films LLC	Los Angeles, CA	Scotwork, NA, Inc.	Parsippany, NJ
Galerie	Hebron, KY	Sky's The Limit Consulting Inc.	Esterov, FL
Greater San Diego Business Association	San Diego, CA	Smart Women Co.	St. Paul, MN
Green Ink Communications	Voluntown, CT	SQN Communications Design Inc.	Vienna, VA
Hanlon Brown Design Inc.	Portland, OR	Stanley Sumner LLC	Miami Shores, FL
Instant Signs of Santee	Santee, CA	Trillium Asset Management	Boston, MA
Intersource Inc.	Minneapolis, MN	Unique Impressions	Phoenix, AZ
Jennifer Brown Consulting LLC	New York, NY	Walden Asset Management	Boston, MA
JVA Campaigns LLC	Dublin, OH	Westlake Drug Inc.	Kalamazoo, MI
Kell Consulting LLC	Louisville, KY	Witeck-Combs Communications Inc.	Washington, DC
Leverage Technologies Inc.	Brecksville, OH	Zebra Printing & Graphic Inc.	Dallas, TX
Masters Realtors Inc.	Dallas, TX		



HRC is proud to partner with NGLCC in obtaining small business support for ENDA.



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Support for Equal Employment for LGBT Americans

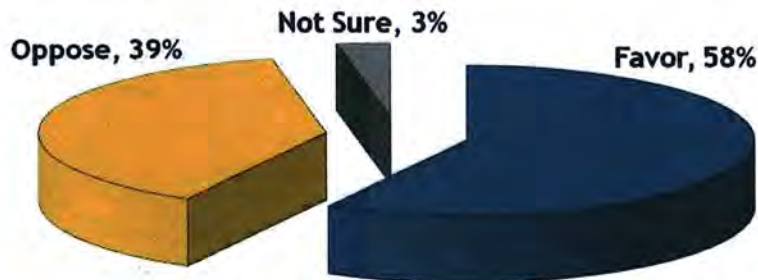
91 percent of FORTUNE 500 companies already ban discrimination based on **sexual orientation** — and **half** ban it based on **gender identity**, a **tenfold increase** since 2000. The most successful employers value diversity.

C Corporate support for equal employment over the last decade:

- 1996** Employment Non-Discrimination Act comes within one vote of passage in U.S. Senate
- 2000** 23 U.S. corporations support passage of federal workplace anti-discrimination law including:
AT&T, Eastman Kodak, General Mills, Honeywell, Merrill Lynch and Microsoft
- 2002** 4 U.S. corporations testify in support of anti-discrimination law before a U.S. Senate committee:
Eastman Kodak, FleetBoston, Hewlett-Packard and Shell Oil
- 2004** 49 U.S. corporations and 55 small businesses support passage of federal workplace anti-discrimination law including:
BP, JP Morgan Chase, IBM, Levi Strauss, Nationwide, Nike and Yahoo!
- 2013** **120 U.S. corporations support passage of federal workplace anti-discrimination law as ENDA is approved by the Senate on November 7, 2013, by a bipartisan vote of 64-32.**

*ENDA is not only the right thing to do, but it is also good for business.
We want our employees focused on doing the very best they can at their job.*
— General Mills Inc.

Americans overwhelmingly favor federal protections for LGBT workers...



Peter D. Hart Research Associates, Inc. Jan. 31- Feb. 5, 2007.

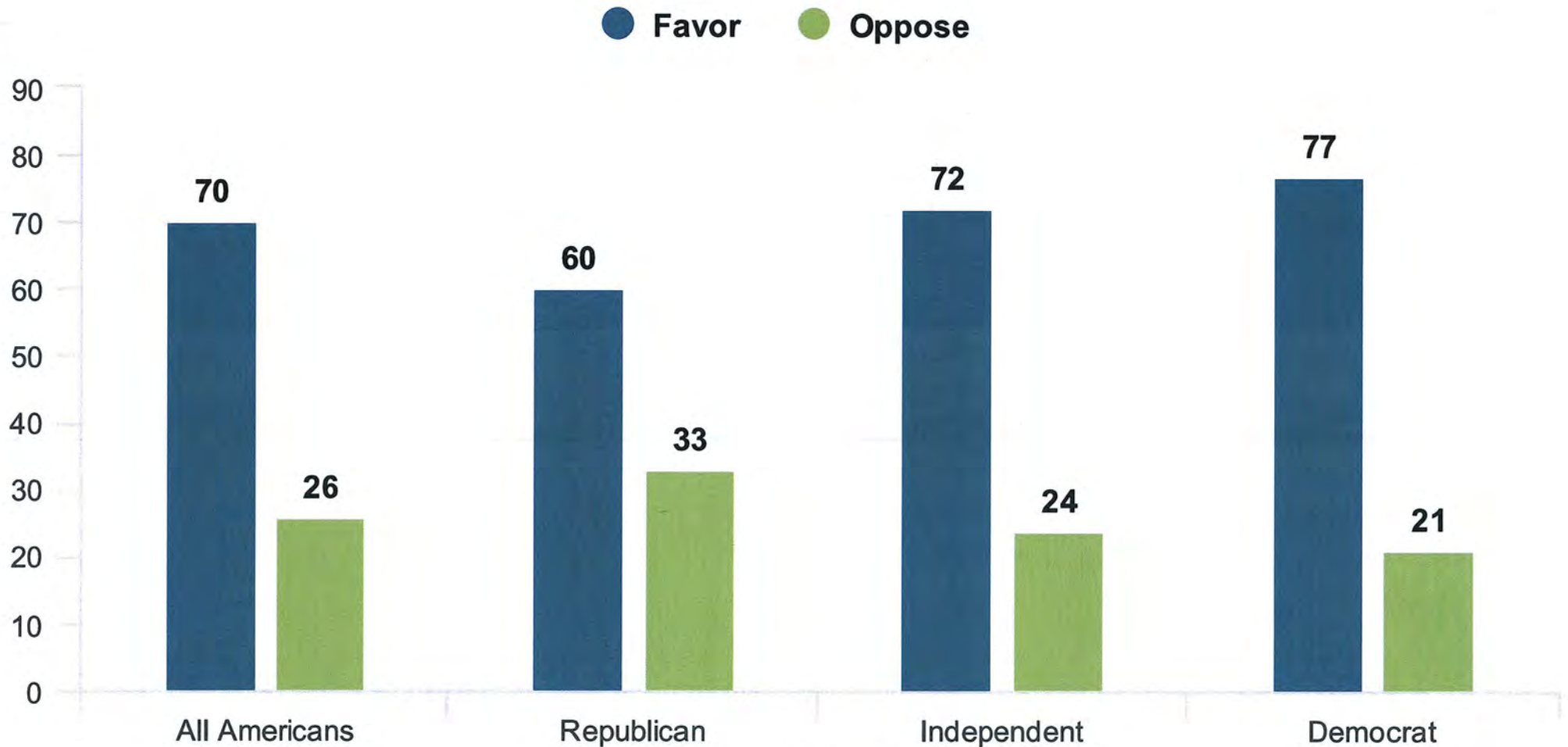


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Bipartisan Support for LGBT Nondiscrimination Laws

Do you favor or oppose laws that would protect gay, lesbian, bisexual, and transgender people against discrimination in jobs, public accommodations, and housing?

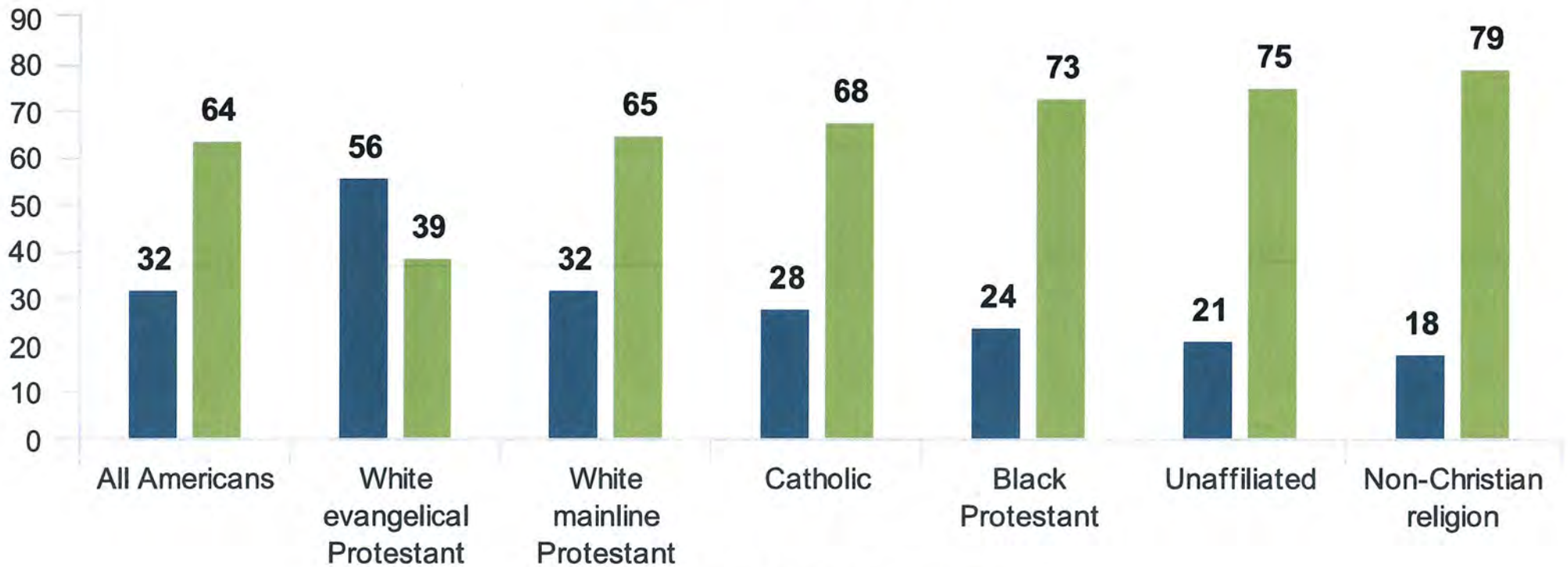


Source: PRRI February 2017 Survey.

Most Religious Groups Oppose Allowing Businesses to Refuse Service to Gay and Lesbian People on Religious Grounds

Do you favor or oppose allowing a small business owner in your state to refuse to provide products or services to gay or lesbian people, if doing so violates their religious beliefs?

● Favor ● Oppose



Source: PRRI February 2017 Survey.



Transgender People and Bathroom Access

Bathroom access for transgender people has recently become a focal point of conversation and debate. This page includes information for transgender people and allies on responding to various questions and concerns regarding bathroom access.

If you need more information on what it means to be transgender, visit [Frequently Asked Questions about Transgender People](#). For more information on how to be supportive of transgender people, visit [Supporting the Transgender People in Your Life: A Guide to Being a Good Ally](#).

Transgender-inclusive policies are not a safety risk.

If they were, we would know by now, as transgender people have been using public bathrooms and locker rooms for decades. Policies that allow transgender people to use the correct bathroom—the bathroom that best matches the transgender person's identity—do not legalize harassment, stalking, violence, or sexual assault. Those behaviors are, and will continue to be, against the law for anyone, anywhere.

Hundreds of cities, school districts, and 18 states already protect transgender people's right to use restrooms, and none have seen a rise in incidents of people attacking anyone or of people pretending to be transgender in order to get access to restrooms.

Similarly, [law enforcement officials](#) and [sexual assault advocates](#) in states and cities that already have trans-inclusive policies in place have said over and over: the claim that these policies cause safety problems is absurd and completely false.

Forcing transgender people to use private or separate bathrooms is not the solution.

Offering separate or private bathrooms is a great way to ensure anyone can feel comfortable when they go to the bathroom, whether or not they're transgender. However, private bathrooms may be unavailable or very inconvenient to access. More importantly, forcing transgender people to use private bathrooms when other people do not have to is isolating and reinforces the idea that transgender people are somehow harmful and should be kept separate from everybody else.

Excluding transgender people from public restrooms does not protect anyone's privacy.

Lots of people feel uncomfortable in public restrooms, and that was true long before the current public debates about access for transgender people. Transgender people also want privacy in bathrooms and they use the bathroom for the same reason as everyone else: to do their business and leave. Thankfully, bathrooms have stall doors so this is not an issue. Opponents of equal rights are using a desire for privacy—without discussing what privacy truly means—as a way to harm transgender people.

We can have productive and respectful conversations about how to make restrooms and locker rooms more comfortable for everyone, without making it about transgender people.

Allowing transgender people to use the correct bathroom does not mean women will have to share bathrooms with men, or vice-versa.

Transgender-inclusive policies do allow for men's and women's rooms, and do not require gender-neutral bathrooms. Instead, transgender-inclusive policies allow all people—including transgender people—to use the bathroom that best matches their gender identity. Those who are living as women use the women's room, and those that are living as men use the men's restroom.

For many non-binary people, figuring out which bathroom to use can be challenging.

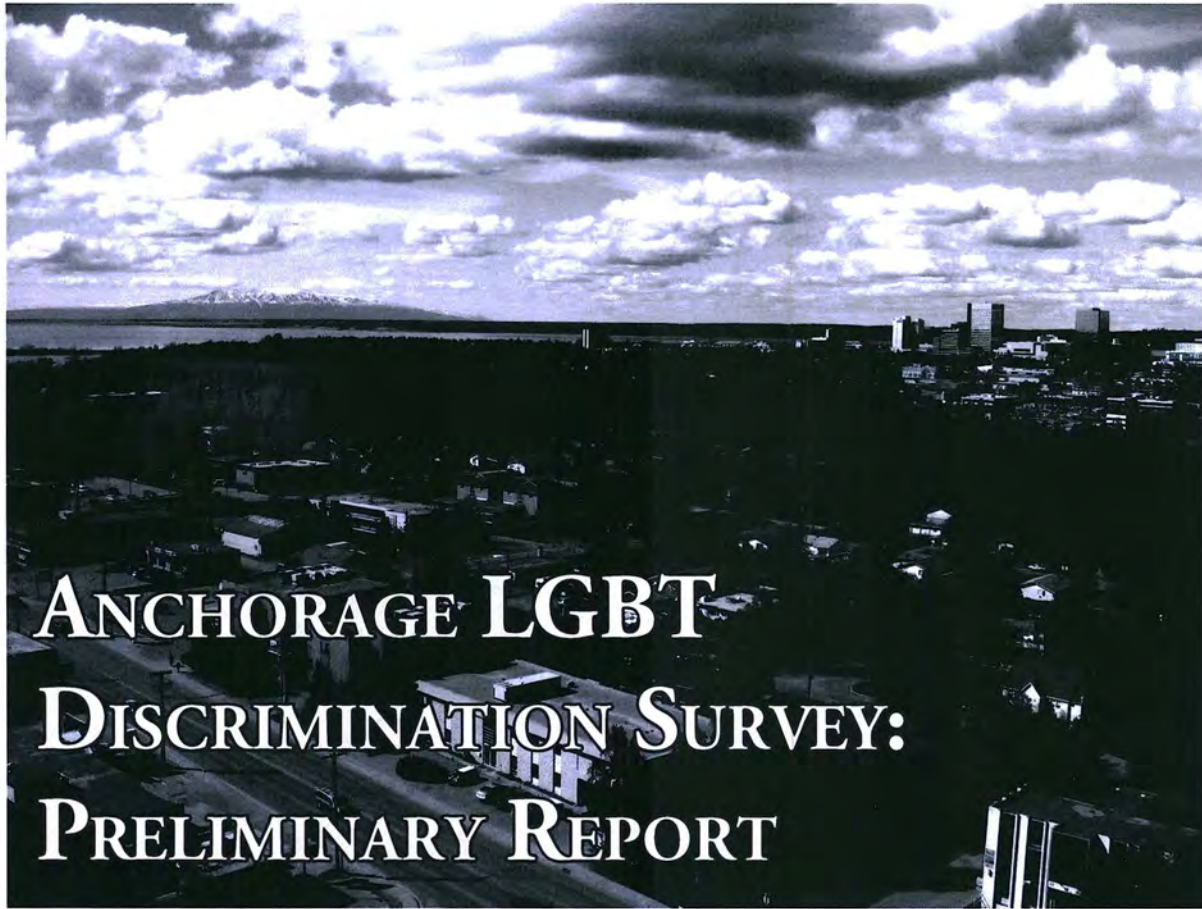
For non-binary people, who don't identify fully as either male or female, using either the women's and the men's room might feel unsafe, because others may verbally harass them or even physically attack them. Non-binary people should be able to use the restroom that they will be safest in. Learn more about non-binary people at [Understanding Non-Binary People: How to Be Respectful and Supportive](#).

Nondiscrimination laws don't violate anyone's religious freedom.

Everyone—including transgender people—should be treated equally under the law. Like all nondiscrimination protections, trans-inclusive policies don't require anyone to change their religious beliefs: they simply ensure that transgender people can live, work, study and participate in public life according to their identities.

Transgender people may have some legal protections, but still need strong and comprehensive nondiscrimination laws and cultural acceptance to truly thrive.

Laws alone won't protect transgender people without increased public awareness, outspoken allies, and a society that values the dignity of transgender people.



**ANCHORAGE LGBT
DISCRIMINATION SURVEY:
PRELIMINARY REPORT**

Melissa S. Green

NOVEMBER 2011

identity

Anchorage LGBT Discrimination Survey

Principal investigator: Melissa S. Green

Project manager: Shelby Carpenter

Design and production: Melissa S. Green

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This report is available online at <http://www.identityinc.org/> or <http://alaskacommunity.org/>.

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ANCHORAGE LGBT DISCRIMINATION SURVEY: PRELIMINARY REPORT

by
Melissa S. Green

Prepared for the Alaska LGBT Community Survey Task Force and its partner organizations:

Identity, Inc.
Alaskan AIDS Assistance Association (Four A's)
Alaskans Together for Equality
American Civil Liberties Union of Alaska
Equality Works

November 2011
Anchorage, Alaska



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ANCHORAGE LGBT DISCRIMINATION SURVEY: PRELIMINARY REPORT

This report presents key findings from the Anchorage LGBT Discrimination Survey, which was conducted in the Municipality of Anchorage, Alaska, from January through March 2011. The final report (forthcoming) will present more comprehensive information from the study, including methodology, complete demographic data on survey respondents, detailed analysis of the findings, and comments from survey respondents.

Background

The Anchorage LGBT Discrimination Survey came about as a result of a perceived need for quantifiable data on the incidence of discrimination against lesbian, gay, bisexual, and transgender (LGBT) individuals in the Municipality of Anchorage. It represents the first effort since the late 1980s to compile rigorous data about the incidence of sexual orientation bias and discrimination in Anchorage — and the first effort ever to document Anchorage or Alaska-specific data about discrimination and bias on the basis of gender identity and expression.

The Anchorage LGBT Discrimination Survey is a collaborative project of the Alaska LGBT community and a coalition of Alaska organizations which serve the LGBT community, including Identity, Inc., the Alaskan AIDS Assistance Association (Four A's), Alaskans Together for Equality (ATE), Equality Works, and the American Civil Liberties Union (ACLU) of Alaska. The survey questionnaire and overall research project were designed by members of the Alaska LGBT Community Survey Task Force in consultation with Dr. Brad A. Myr Stol and Khristy Parker of the Justice Center at the University of Alaska Anchorage. Shelby Carpenter, LGBT Public Policy Coordinator with the ACLU of Alaska during the first half of work on the survey, was project manager for survey distribution and data collection, assisted by Drew Phoenix. Dr. Myr Stol conducted statistical analysis on the final dataset. The principal investigator for the study is Melissa S. Green, who prepared this report and is also writing the final report. Questions about the survey can be directed to her at alaskacommunity@gmail.com.

Estimating the LGBT population of Anchorage

The size of the LGBT population of the Municipality of Anchorage is difficult to estimate. Among the major obstacles in estimating LGBT populations in the U.S. is defining who should in the first place be identified as LGBT (Gates, 2011). Identifying the sexual orientation of a given survey's respondents as *lesbian*, *gay*, or *bisexual* may be based on self-identity, on same-sex sexual behavior or attraction, on relationships within a household, or on a combination of these. Identifying respondents as *transgender* is similarly complex — typically according to respondent self-identification as transgender, but the definition of *transgender* in a study may also depend upon various other aspects of gender expression or

gender nonconformity. Additionally, few surveys of general populations ask about sexual orientation or behavior; of those that do, few are representative of the population as a whole (Gates, 2008). The same can be said about surveys of general populations with reference to gender identity and expression.

Survey methodology can also have a bearing both on estimates of LGBT populations and upon LGBT respondents' willingness to report or respond honestly in surveys (Gates, 2011) due to stigmatization and fear of potential discrimination — issues which can also affect the ability of researchers to identify representative samples of LGBT populations (Sullivan & Losberg, 2003).

Gates (2011) estimates that 3.5 percent of adults in the United States self-identify as lesbian, gay, or bisexual (with substantially more who do not self-identify as LGB but nevertheless report having same-sex sexual experiences as adults), and that 0.3 percent self-identify as transgender. If these percentages hold true for the Municipality of Anchorage, of its 2010 population — estimated by the U.S. Census as 291,826 (including children under 18, about 26% of the population) — perhaps 10,214 Anchorage residents may (or may grow up to) self-identify as lesbian, gay, or bisexual, and another 875 may self-identify as transgender. Given the issues identified above, however, it is impossible to be certain.

Methodology

The Anchorage LGBT Discrimination Survey was conducted in Anchorage from January through March 2011. Survey respondents had an option to complete the survey questionnaire using either a paper copy of the questionnaire or online using Survey Monkey. In order to control against individuals completing more than one survey and to ensure that only members of the intended study population participated — i.e., persons who identified themselves as gay, lesbian, bisexual, and/or transgender — personal identification numbers (PINs) were used. Respondents could obtain a PIN in one of two ways: (1) pre-printed coupon booklets with randomly assigned PIN numbers were distributed to project volunteers, who made use of their existing social networks within the LGBT community to distribute individual PINs; or (2) persons wishing to participate in the study could obtain a PIN by calling and requesting one from the project manager. Paper copies of the survey questionnaire could be obtained from the same people, or respondents could visit the website for the Survey Monkey version of the survey instrument and complete the questionnaire electronically.

The study's website was widely publicized in Anchorage LGBT and mainstream media, making it possible for people who were not part of the study population to complete a questionnaire online with self-invented (invalid) PINs; however, only questionnaires with valid PINs were included in the final dataset. Data was also reviewed to remove the few non-LGBT respondents who had somehow obtained PINs, as well as respondents who had not answered one or more of the three essential questions necessary to determine that they were eligible participants in the study: (1) the sex assigned them on their original birth certificates; (2) their current gender identity; and (3) their sexual orientation.

A more thorough discussion of survey methodology will be included in the final report.

Respondent population

A total of 268 respondents was included in the final dataset, including 243 non-transgender respondent and 25 transgender respondents (Table 1). Of the non-transgender respondents, 136 were male and 107 were female. The transgender respondents included 14 male-to-female (MTF) respondents — individuals who had been designated male on their birth certificates, but who now identify and live as, or hope to live as, female; 10 female-to-male (FTM) respondents — individuals whose original birth certificates designated them as female, but who identified and/or lived as male; and one “other” respondent.

Table 1. Gender Identity
Column percentages.

	N	Percent
Non-transgender	243	90.7 %
Male	136	50.7
Female	107	39.9
Transgender	25	9.3 %
Transgender — male-to-female (MTF)	14	5.2
Transgender — female-to-male (FTM)	10	3.7
Other	1	0.4
Total	268	

This last respondent marked both male and female on the survey questionnaire. There are at least three possible explanations for this: (1) the respondent might have made an error in completing the survey; (2) the respondent might have resisted being categorized by gender or sexual orientation (the same respondent also identified as transgender — do not identify as exclusively male or female and as bisexual in sexual orientation); or (3) the respondent might have been designated at birth as intersex — a term used for people who have differences of sex development, such as being born with external genitalia, chromosomes, or internal reproductive systems that are not general associated with usual medical definitions of male or female.

Findings on respondents’ sexual orientation are shown in Table 2. Nearly three-quarters of the respondents (N=193; 72.3%) described themselves as being gay or lesbian. About one in five respondents (N=52; 19.5%) were bisexual; 19 (7.1%) described themselves as queer — a term in increasing use within the LGBT community by individuals who do not feel they fit within binary gender categories of male/masculine or female/feminine, but which is still widely considered pejorative. Two respondents (0.7%) said they were asexual. Only one respondent (0.4%) — a male-to-female transgender respondent — described herself as heterosexual. (Non-transgender heterosexuals were, of course, excluded from the study, which is intended to gain information about the experience of discrimination by LGBT people in Anchorage.)

Table 2. Sexual Orientation
Row percentages.

Gender identity	Sexual orientation										Total
	Gay or lesbian		Bisexual		Queer		Heterosexual		Asexual		
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	
Male	117	80.1 %	19	13.0 %	10	6.8 %	—	—	—	—	146
Non-transgender	116	85.3	14	10.3	6	4.4	—	—	—	—	136
Transgender female-to-male (FTM)	1	10.0	5	50.0	4	40.0	—	—	—	—	10
Female	76	62.8	33	27.3	9	7.4	1	0.8 %	2	1.7 %	121
Non-transgender	72	67.3	26	24.3	8	7.5	—	—	1	0.9	107
Transgender male-to-female (MTF)	4	28.6	7	50.0	1	7.1	1	7.1	1	7.1	14
Other	—	—	1	100.0	—	—	—	—	—	—	1
Total	193	72.3 %	52	19.5 %	19	7.1 %	1	0.4 %	2	0.7 %	267

One of the important goals of this study was to obtain, for the first time, Anchorage-specific information on discrimination experienced by transgender people, including any differences in discrimination that transgender people experience in comparison with non-transgender LGB respondents. Thus, distinguishing the gender identity of respondents was deemed more crucial to analyzing the findings than distinguishing between their sexual orientation. Throughout this report, data is presented for the total sample of 268 respondents; by comparing non-transgender and transgender respondents; and, among non-transgender respondents, by comparing male and female respondents. (Data analysis did not indicate large differences between MTF and FTM transgender respondents, so they are grouped together for purposes of discussion.)

Another key demographic characteristic used in this (and the final) report is length of residency within the Municipality of Anchorage. Information on residency is presented in Table 3. The vast majority of respondents were Anchorage residents; the few who were not (N=19; 7.1% of valid responses) included some respondents who had previously lived in Anchorage for some period of time; nonresidents who were living in Anchorage temporarily for school, work, or other reasons; and others who, while not residents, spent time in Anchorage for various reasons — for example, residents of the Matanuska-Susitna Borough who commuted for school or work.

Respondents who were residents (N=248; 92.9%) were asked how long they had lived in Anchorage. Of particular interest were the 50 respondents (20.3% of the resident respondents) who had lived in Anchorage for less than five years. Responses from this subsample of respondents were

Table 3. Residency in Anchorage

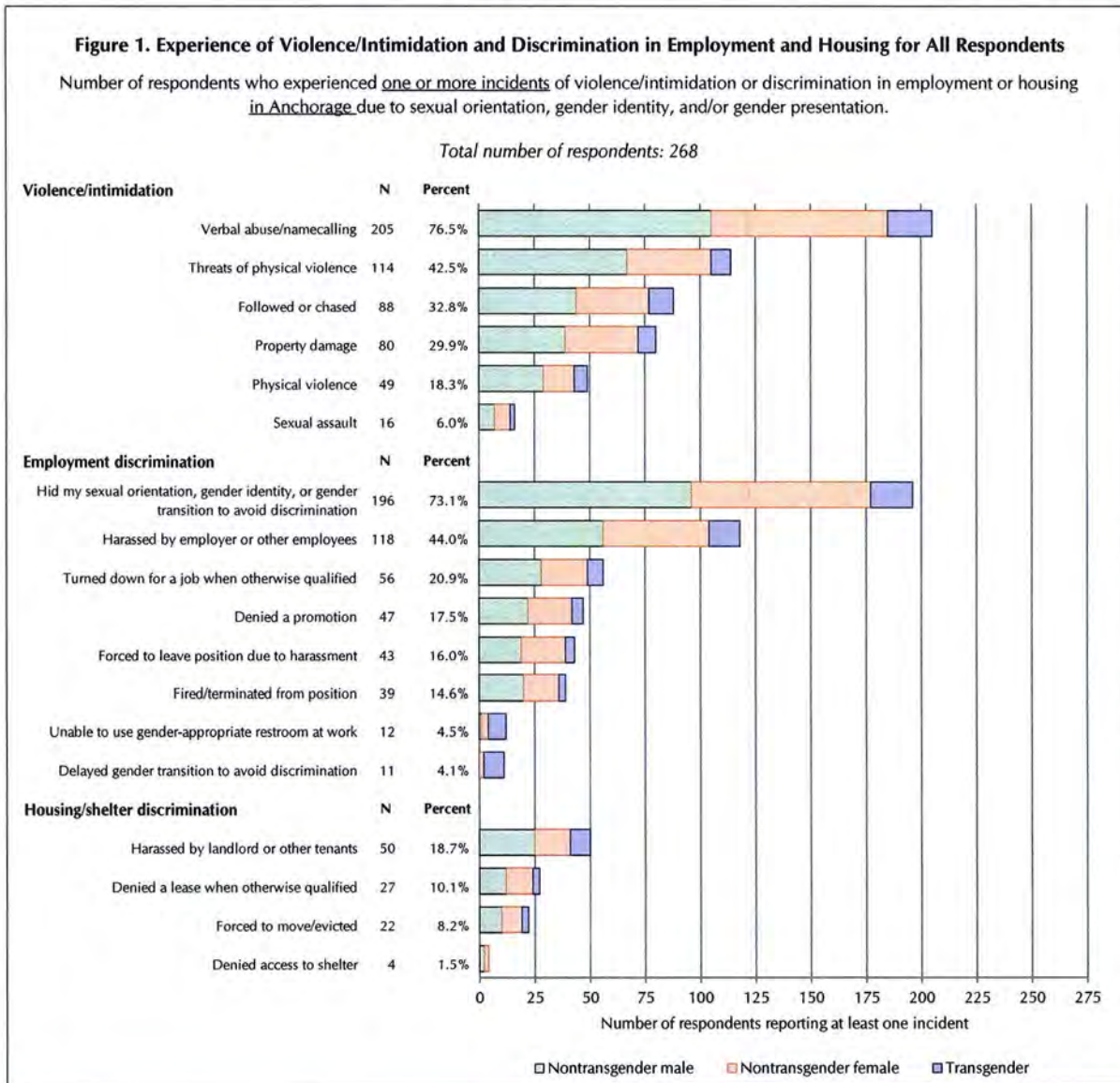
Column percentages.

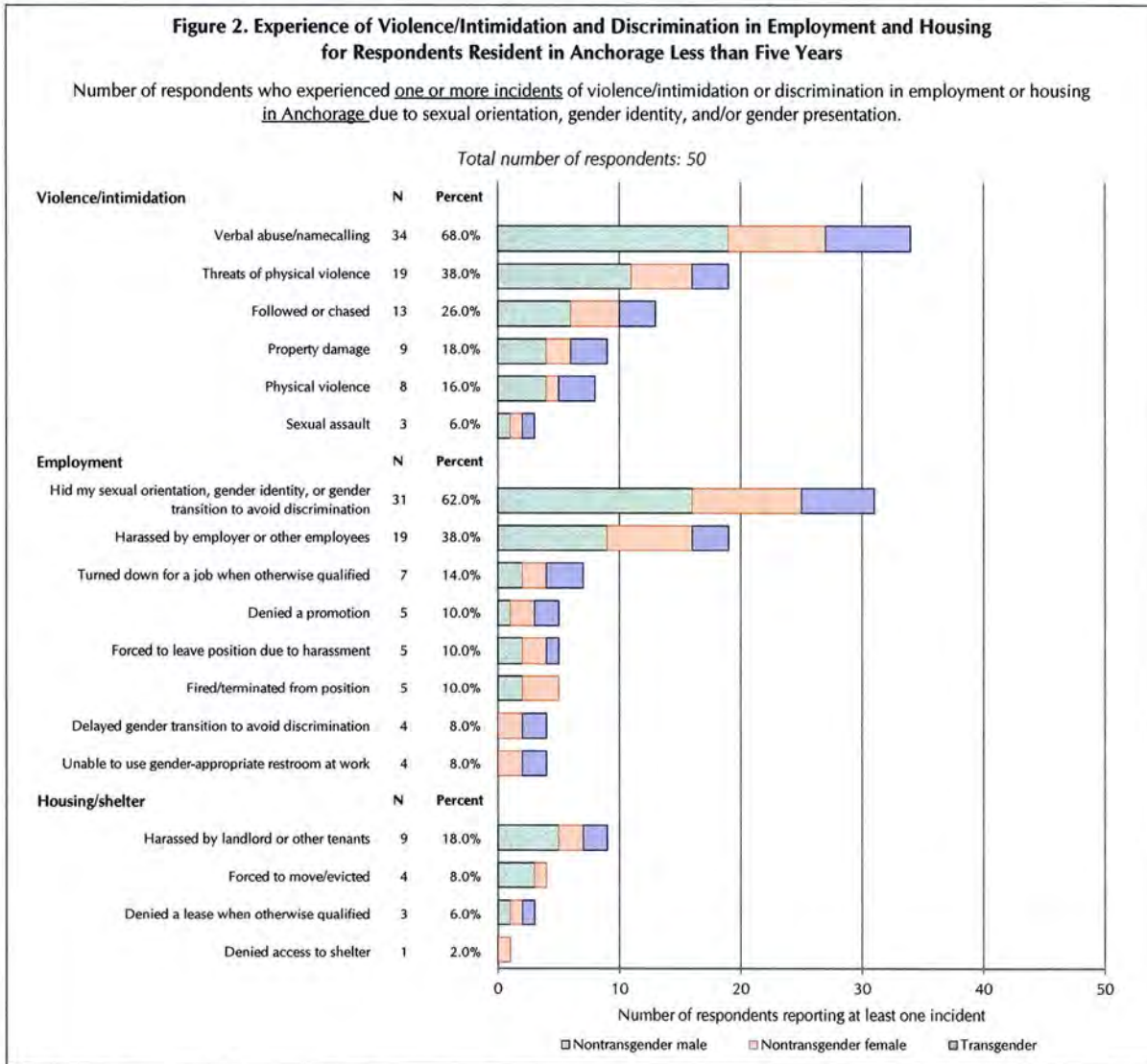
	Total (all)		Non-transgender						Transgender	
			Total		Male		Female		N	Percent
	N	Percent	N	Percent	N	Percent	N	Percent		
Residence										
Question 3. Are you <i>currently</i> a resident of the Municipality of Anchorage?										
Yes	248	92.9 %	226	93.4 %	127	93.4 %	99	93.4 %	22	88.0 %
No	19	7.1	16	6.6	9	6.6	7	6.6	3	12.0
Total valid	267		242		136		106		25	
Missing	1		1		0		1		0	
Total	268		243		136		107		25	
Years of residence										
[If yes to Question 3:] How long have you lived in Anchorage?										
Mean length of residence 17.5 years; range 0.4 to 62.2 years										
Less than 5 years	50	20.3 %	43	19.2 %	30	23.8 %	13	13.3 %	7	31.8 %
5 to less than 10	34	13.8	32	14.3	19	15.1	13	13.3	2	9.1
10 to less than 15	31	12.6	30	13.4	17	13.5	13	13.3	1	4.5
15 to less than 20	23	9.3	20	8.9	7	5.6	13	13.3	3	13.6
20 to less than 25	36	14.6	34	15.2	20	15.9	14	14.3	2	9.1
25 to less than 30	29	11.8	25	11.2	8	6.3	17	17.3	4	18.2
30 to less than 35	18	7.3	16	7.1	12	9.5	4	4.1	2	9.1
35 to less than 40	12	4.9	11	4.9	6	4.8	5	5.1	1	4.5
40 or more	13	5.3	13	5.8	7	5.6	6	6.1	0	0.0
Total valid	246		224		126		98		22	
Missing	2		2		1		1		0	
Total	248		226		127		99		22	

analyzed separately to obtain data on the experience of recent discrimination — within the past five years — by LGBT individuals in Anchorage.

Key findings

Figures 1 and 3 present summary data for discrimination and bias experienced in Anchorage reported by all 268 respondents in the study sample. Figures 2 and 4 present summary data on recent experience of discrimination and bias in Anchorage as reported by the subsample of 50 respondents who have lived in Anchorage for less than five years. All four figures use bar charts to show the number of respondents who had experienced one or more incidents *while in Anchorage* of each type of violence, intimidation, or discrimination asked about in the survey questionnaire. Frequency and percentages for the total sample in each table are also given; color coding within the bar charts gives a





visual indicator of the number of respondents from each population group — non-transgender male (green), non-transgender female (orange), and transgender (lavender) — who experienced each type of discrimination. (A complete breakdown of numbers and percentages for each population group will be included in the final report.)

In some instances, the discussion below includes numbers not shown in the figures. Complete tables will be included in the final report.

Recent discrimination

- The 50 respondents who have lived in Anchorage less than five years reported experiencing discrimination/bias in Anchorage at only slightly lower rates than the survey sample as a whole, in spite of a much shorter span of time in Anchorage within which to accumulate experiences of discrimination. There were only a few types of discrimination/bias that this population did not report having experienced while in Anchorage (and which are therefore not shown in Figures 2 and 4), such as discrimination in child custody proceedings.

Violence, intimidation, harassment, and bullying

- Verbal abuse/namecalling was by far the most frequently experienced form of anti-gay/anti-trans bias reported by respondents. 76.5% of the total study sample of 268 respondents and 68.0% of the subsample of 50 respondents who have lived in Anchorage for less than five years have experienced verbal abuse/namecalling at least once while in Anchorage.
- Experiences of various forms of harassment, intimidation, and bullying were fairly common. Of the total sample of 268 respondents, 42.5% had been threatened with physical violence, 32.8% had been followed or chased, and 29.9% had experienced property damage attributed to anti-LGBT bias. 18.3% had experienced actual physical violence in Anchorage because of their sexual orientation, gender identity, or gender presentation, and 6% had been sexually assaulted.
- Harassment and bullying were also common on the job and in rented housing. Of the total sample of 268 respondents, 44% had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs. 18.7% had been harassed by their landlord or other tenants.
- 41% of the total sample had been bullied or harassed by other students in Anchorage schools and educational institutions. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school. These figures are especially remarkable given that many respondents had never attended school or college in Anchorage, indicating that rates at which LGBT students experience bullying and harassment in educational settings is probably higher.
- 13.4% of the total sample reported being harassed or verbally abused by medical providers. 8.6% of the total sample reported being harassed or verbally abused at least once by Anchorage police, and 7.5% said they had been stopped at least once by Anchorage police because of their sexual orientation or gender identity, without other justification for the stop.
- In general, non-transgender gay and bisexual men tended to report experiencing violence, intimidation, harassment, and bullying at higher rates than non-transgender lesbian and bisexual women.
- Transgender respondents reported higher rates of being followed or chased (44% for trans; 31.7% for non-trans) and of experiencing actual physical violence (24% for trans; 17.7% for non-trans).

Employment

- The second most common issue reported by respondents (after verbal abuse/harassment) was hiding their sexual orientation, gender identity, or gender transition in order to avoid job discrimination. 73.1% of the total sample and 62% of the respondents who had lived in Anchorage less than five years reported hiding in this way at least once to avoid job discrimination in Anchorage.
 - As previously noted, 44% of the total sample had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs.
 - 20.9% of the total sample said they had been turned down for a job when otherwise quali-
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fired because of sexual orientation or gender identity/presentation, and 17.5% reported being denied a promotion at least one time.

- 14.6% reported being actually fired from a job at least once in Anchorage because of sexual orientation or gender identity/presentation.
- 4.5% of all respondents reported being unable to use gender-appropriate restrooms at work, and 4.1% said they delayed gender transition to avoid discrimination. These figures included about one third of all respondents who identified themselves as transgender.
- Non-transgender lesbian and bisexual women reported higher rates than non-transgender gay and bisexual men of having hidden their sexual orientation or gender identity/presentation at least once to avoid employment discrimination (75.7% for women; 70.6% for men); of being harassed on-the-job (44.9% for women; 41.2% for men); and of being actually forced to leave a position because of harassment (18.7% for women; 11.0% for men).
- Transgender respondents reported higher rates than non-transgender respondents of almost all types of employment discrimination evaluated in the survey. In particular, a higher percentage of transgender respondents experienced reported harassment by employers and coworkers (56.0% for trans; 42.8% for non-trans). Nearly a third of transgender respondents (32.0%) were unable to use gender-appropriate bathrooms at work, and over a third (36.0%) said they had delayed gender transition to avoid job discrimination.

Housing/shelter

- As previously noted, 18.7% of the 268 respondents in the study reported having been harassed by Anchorage landlords or other tenants because of their sexual orientation or gender identity/presentation.
- Transgender respondents reported harassment from landlords and other tenants at a rate over twice that reported by non-transgender respondents (36.0% for trans; 16.9% for non-trans).
- 10.1% of the total sample said they had been denied a lease at least once when otherwise qualified. 8.2% of the total sample reported being evicted or forced to move at least once because of sexual orientation or gender identity/presentation.
- 1.5% of the total sample reported being denied access to shelter at least once.

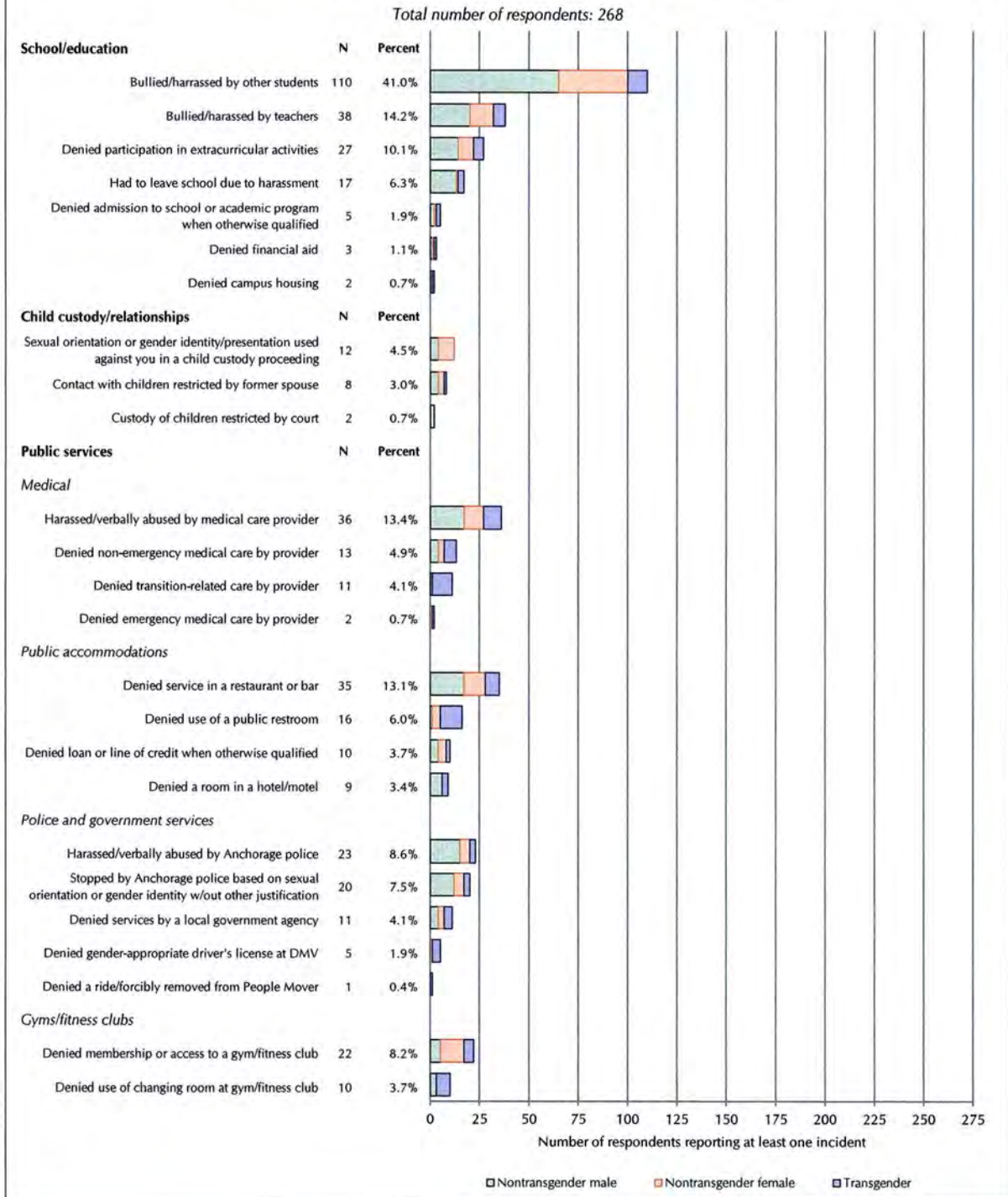
School/education

- As previously noted, 41% of the total sample had been bullied or harassed by other students in an Anchorage educational setting. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school.
 - 10.1% of the total sample said they had being denied participation in extracurricular activities because of sexual orientation or gender identity/presentation.
 - 1.9% reported being denied admission at least once to an Anchorage school or an academic program when otherwise qualified.
 - 1.1% were denied financial aid at least once. 0.7% reported being denied campus housing because of sexual orientation or gender identity/presentation.
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- Non-transgender gay and bisexual men reported higher rates of almost all types of school/education discrimination than non-transgender lesbians and bisexual women. In particular,

Figure 3. Experience of Discrimination in Education, Child Custody, and Public Services for All Respondents

Number of respondents who experienced one or more incidents of discrimination in education, child custody, or public services in Anchorage due to sexual orientation, gender identity, and/or gender presentation.



non-transgender males had a higher rate of reporting bullying and harassment from other students (47.0% of men; 32.7% of women) and of actually having to leave school because of harassment (9.6% for men; 0.9% for women).

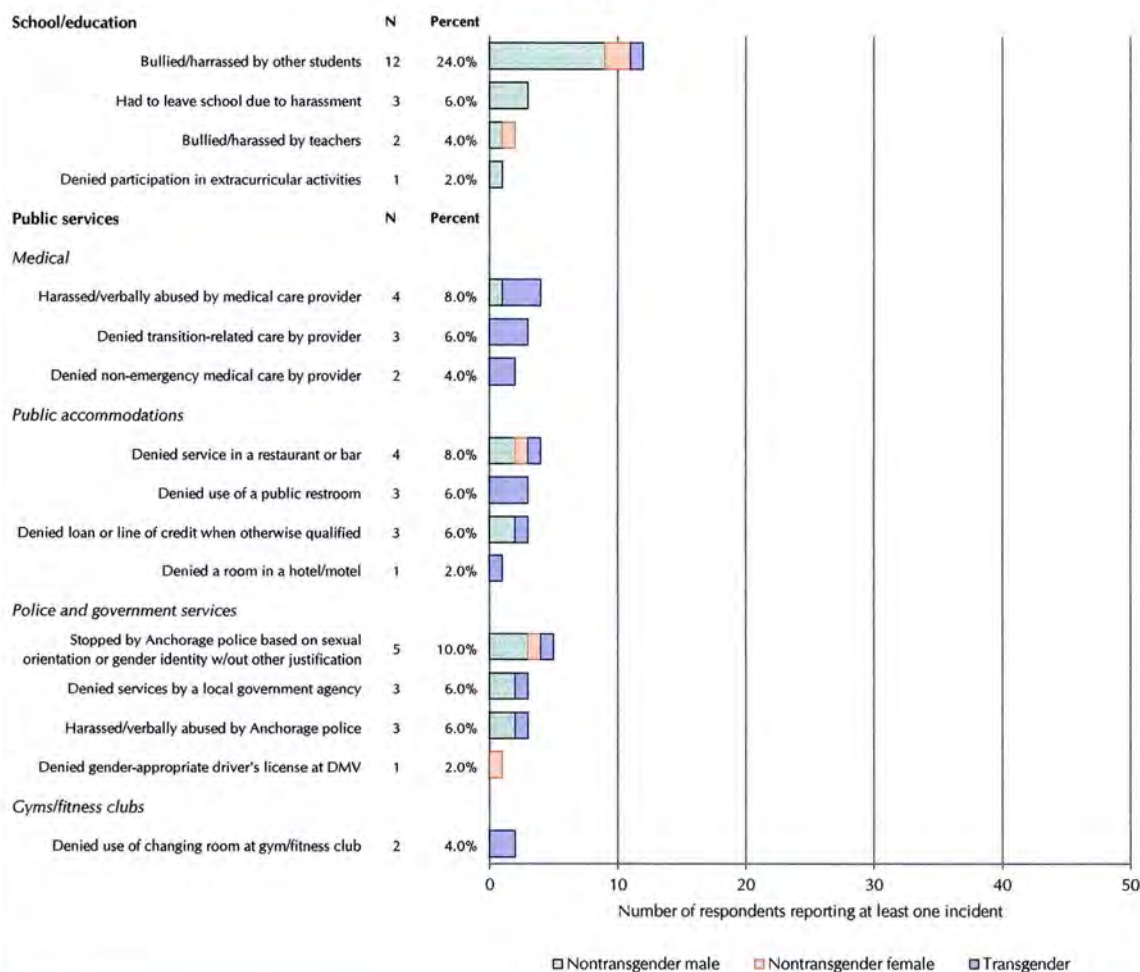
- Transgender and non-transgender respondents showed similar rates of being bullied or harassed by other students (40.0% of trans; 41.2% of non-trans); however, transgender respondents reported discrimination at higher rates than non-transgender respondents in all other categories of education discrimination evaluated in the survey. Nearly one-quarter (24.0%) of transgender respondents reported having been bullied or harassed at least once by Anchorage teachers, compared with 13.2 percent of non-transgender respondents; and this group reported over twice as high a rate of being denied participation in extracurricular activities (20.0% of trans; 9.1% of non-trans).

Figure 4. Experience of Discrimination in Education and Public Services for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of discrimination in education or public services in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Note: No respondents in this sample reported discrimination in child custody while in Anchorage.

Total number of respondents: 50



Child custody/relationships

- 4.5% of the total sample of 268 respondents reported that their sexual orientation or gender identity/presentation was used against them at least once in a child custody proceeding.
- 3.0% of all respondents had contact with their minor children restricted by a former spouse because of sexual orientation or gender identity/presentation.
- 0.7% of all respondents reported that custody of their children was restricted by a court because of sexual orientation or gender identity/presentation.
- Within the total sample of 268 respondents, a higher proportion of non-transgender lesbians and bisexual women than non-transgender gay or bisexual men reported that their sexual orientation or gender identity/presentation being used against them in a child custody proceeding (7.5% of women; 2.9% of men). Only one transgender respondent in the study (4.0%) reported an incident of discrimination in child custody/relationships while in Anchorage (contact with children restricted by a former spouse).
- These findings are based on the total study population of 268 respondents; but non-parents cannot, of course, experience issues related to child custody. A more accurate picture of child custody issues can be gained by noting that only 63 (23.7%) of the total study population reported having children, including 18 non-transgender male respondents, 26 non-transgender female respondents, and 9 transgender respondents. Thus, the rates at which LGBT respondents *who are actually parents* reported discrimination in child custody proceedings are higher. This issue will be discussed in greater depth in the final report.
- None of the 50 respondents who had lived less than five years in Anchorage reported having experienced issues with child custody proceedings while in Anchorage.

Public services

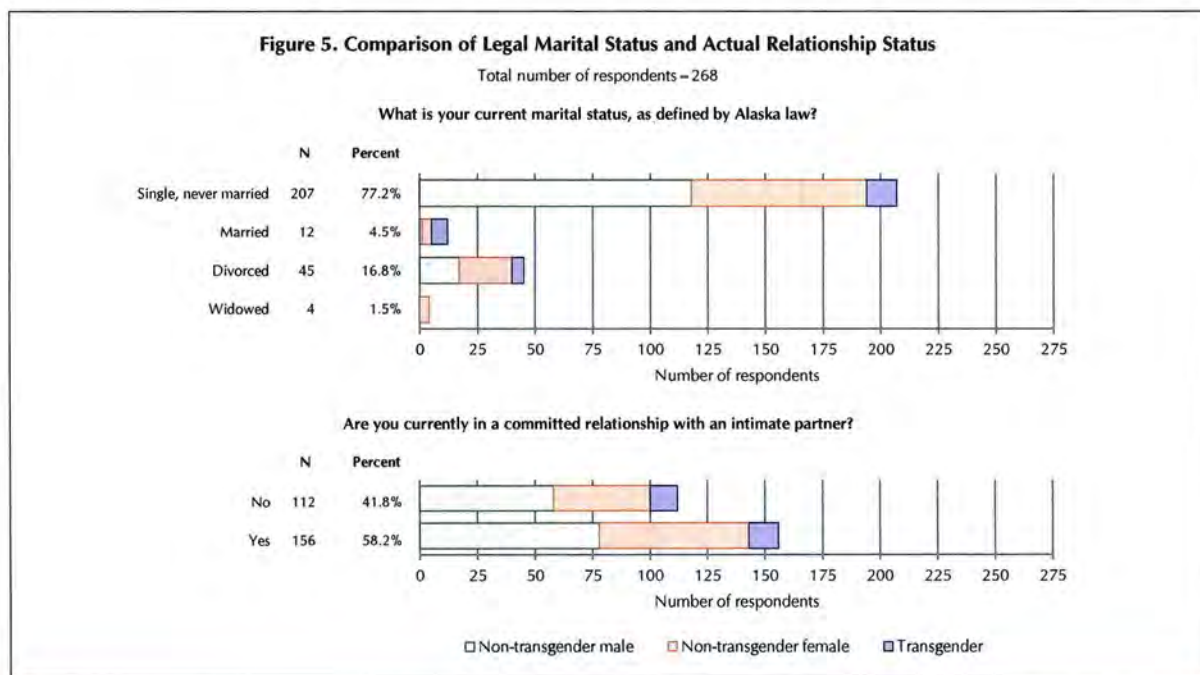
- As previously mentioned, 13.4% of the total sample reported being harassed or verbally abused by medical providers. This was the most frequently experienced form of public services discrimination reported. Respondents also reported three other forms of discrimination from Anchorage medical providers: 4.9% were denied non-emergency medical care; 4.1% were denied transition-related care; and 0.7% were denied emergency medical care at least once.
 - The second most frequently reported form of public services discrimination was being denied service in a restaurant or bar: 13.1% of the total sample reported experiencing this at least once in Anchorage because of their sexual orientation or gender identity/presentation. 3.4% were denied a room in an Anchorage hotel or motel at least once; 6.0% were denied use of a public restroom; 10 (3.7%) were denied a loan or line of credit when otherwise qualified
 - As previously noted, 8.6% of the total sample reported having been harassed or verbally abused by Anchorage police — the third most frequently reported form of public services discrimination. 7.5% reported being stopped by Anchorage police at least once because of their sexual orientation or gender identity, with no other justification for the stop — the fifth most frequently reported form of public services discrimination. In other government services, 1.9% of all respondents were denied gender-appropriate driver's licenses from the Alaska Division of
-
-

Motor Vehicles; 4.1% were denied services by a local government agency; and 1 respondent (0.4%) was denied a ride or forcibly removed from a People Mover bus.

- The fourth most frequently reported form of public services discrimination was being denied membership or access to a gym or fitness club, with 8.2% of the total sample reporting having experienced this form of discrimination. 3.7% were denied use of a changing room at a gym or fitness club.
- For every type of public services discrimination included in the survey, without exception, a higher proportion of transgender respondents than non-transgender respondents reported experiencing discrimination. In particular, 44% of transgender respondents reported having at least once been denied use of a public restroom while in Anchorage, compared with just 2.1% of non-transgender respondents. Over one-third of transgender respondents — 36.0% — had been harassed or verbally abused by medical providers, more than three times the percentage reported by non-transgender respondents (11.1%). Over a quarter of transgender respondents — 28.0% — reported being denied use of a changing room at a gym or fitness club, compared with only 1.2 percent of non-transgender respondents.
- Two categories of public services discrimination are fairly specific to transgender persons: transition-related care and gender-appropriate driver’s licenses. 40% of transgender respondents reported being denied transition-related care by an Anchorage medical provider, and 16% had been denied the appropriate gender marker on their driver’s license.

Relationship status

One additional form of discrimination that can be evaluated from survey data comes from the comparison of responses to two demographic questions asked of study participants: marital status



as defined by Alaska law, and actual relationship status. As shown in Figure 5, more than three-quarters of respondents (N=207; 77.2%) stated that their legal status under Alaska law was single, never married; only 12 respondents (4.5%) were legally married under Alaska law. In contrast, well over half of the study participants (N=156; 58.2%) said that they were in committed relationships with intimate partners — relationships which are unrecognized in law except in limited contexts, such as with domestic partner benefits for same-sex partners of State of Alaska employees or “financially interdependent partner” benefits in the University of Alaska system.

(The 1998 amendment to the Alaska Constitution defining marriage as being only between “one man and one woman” prohibits same-sex marriage; it must be remembered that bisexual participants who may be married to partners of the opposite sex are included in this study.)

Previous research

In the 1980s, Identity, Inc. conducted two major research efforts to document sexual orientation bias in Alaska. *One in 10: A Profile of Alaska’s Lesbian & Gay Community* (Identity, 1986), reported the results of a statewide survey of 734 lesbian, gay, and bisexual Alaskans conducted in 1985. *Identity Reports: Sexual Orientation Bias in Alaska* (Green & Brause, 1989), included three papers, including “Closed Doors,” a survey of Anchorage employers and landlords; and “Prima Facie,” which presented case studies of 84 cases of violence, harassment, and discrimination in Alaska due to sexual orientation bias.

Of the 734 respondents to *One in 10* — 63% of whom were residents of the Municipality of Anchorage:

- 61% reported being victimized by violence and harassment while in Alaska because of their sexual orientation (ranging from verbal abuse/harassment, reported by 58%, to physical violence, 11%, and sexual assault, 5%);
- 39% reported discrimination in employment, housing, and loans/credit; and
- 33% reported discrimination from services and institutions.

From the “Closed Doors” component of *Identity Reports*:

- 31% of the 191 Anchorage employers in the survey said they would not hire or promote or would fire someone they had reason to believe was homosexual.
- 20% of the 178 Anchorage landlords in the survey said they would not rent to or would evict someone they had reason to believe was homosexual.

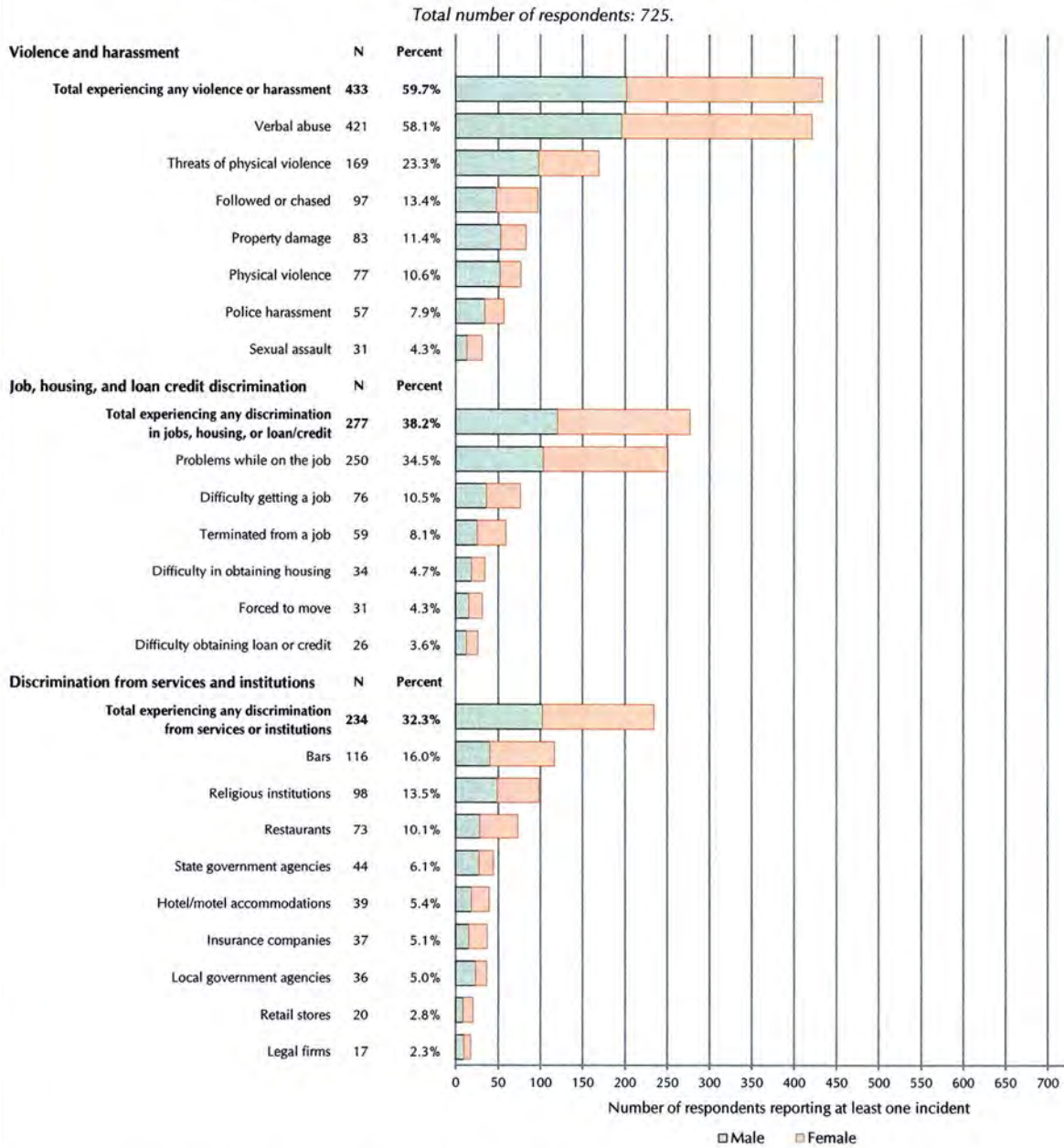
From the “Prima Facie” component of *Identity Reports*:

- 84 case histories of anti-gay bias, discrimination, harassment, or violence (including three murders) were documented involving 30 men and 21 women. 64 of these cases took place in Anchorage.

- A former intake investigator with the Alaska Human Rights Commission reviewed the 42 discrimination cases in “Prima Facie” that were based on personal testimony (as opposed to documentary accounts from newspapers or court records) and found that 32 of those cases would have been “definitely” jurisdictional under Alaska state human rights law — that is, the

Figure 6. Experience of Violence/Harassment and Discrimination in Alaska by One in Ten Respondents (1985)

Number of gay, lesbian, and bisexual respondents who experienced one or more incidents of violence/harassment or discrimination in Alaska due to sexual orientation. Data was collected in 1985.



Note: One in Ten did not collect data on transgender persons. 63% of the 725 respondents were residents of the Municipality of Anchorage.

Source of data: Identity, Inc., *One in Ten: A Profile of Alaska's Lesbian & Gay Community* (1986).

commission would investigate these cases if complaints were made — if the law had included protection from discrimination on the basis of sexual orientation.

- Victims were predominately gay men or lesbians, but also included heterosexuals who were erroneously assumed to be gay or lesbian.

Conclusion

On June 15, 2009, testimony about findings from *One in Ten* and *Identity Reports* was offered before the Anchorage Assembly during public hearings on Anchorage Ordinance 2009-64, which would have added *sexual orientation* and *gender identity* to Title 5, the Municipality of Anchorage's equal rights code.

In spite of this evidence, and in spite of testimony presented by several Anchorage citizens who recounted their own stories of recent discrimination in Anchorage, one of the chief arguments used by ordinance opponents was that there was no evidence of discrimination against lesbian, gay, bisexual, and transgender (LGBT) people in the Municipality of Anchorage. Mayor Dan Sullivan echoed those arguments when, less than a week after the Anchorage Assembly passed AO-64 by a vote of 7 to 4, he vetoed the measure, stating, "My review shows that there is clearly a lack of quantifiable evidence necessitating this ordinance."

The Anchorage LGBT Discrimination Survey is a response to those arguments, representing the first effort since the late 1980s to quantify the incidence of anti-LGBT discrimination in the Municipality of Anchorage.

Due to the inherent difficulties in estimating LGBT populations, discussed previously, it is impossible to know with any certainty what proportion of Anchorage's LGBT population responded to this survey or how representative the study population is of the LGBT community in the Municipality as a whole. What *is* certain is that discrimination, harassment, and bias are as commonly experienced by gay, lesbian, and bisexual residents of the Municipality of Anchorage now as was the case a quarter of a century ago, when data collection for *One in Ten* took place. Furthermore, for the first time there is quantitative evidence that discrimination, harassment, and bias are also commonly experienced by transgender residents of the Municipality.

More in-depth and comprehensive information from the study is forthcoming in the project's final report, to be released in December 2011.

In the meantime, on behalf of the Alaska LGBT Community Survey Task Force and all its individual and organizational members, I would like to thank all the respondents who took part in this survey and helped to bring quantifiable evidence of their experience of discrimination in the Municipality of Anchorage to public attention. May the public take note.

References

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- Gates, Gary J. (Apr 2011). *How Many People are Lesbian, Gay, Bisexual and Transgender?* Los Angeles: Williams Institute, UCLA School of Law. (<http://williamsinstitute.law.ucla.edu/research/census-lgbt-demographics-studies/how-many-people-are-lesbian-gay-bisexual-and-transgender/>).
- Green, Melissa S.; and Brause, Jay K. (1989). *Identity Reports: Sexual Orientation Bias in Alaska*. Anchorage: Identity, Inc. (<http://www.henkimaa.com/identity/>).
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-

STATE OF ALASKA

HUMAN RIGHTS COMMISSION

BILL WALKER, GOVERNOR

800 A STREET, SUITE 204
ANCHORAGE, ALASKA 99501-3669
PHONE: (907) 274-4692 / 276-7474
TTY/TDD: (907) 276-3177
FAX: (907) 278-8588

RESOLUTION 2016-2

WHEREAS, Alaska's Human Rights Law, AS 18.80, currently prohibits discrimination based on race, religion, color, national origin, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy or parenthood;

WHEREAS, the Municipality of Anchorage and the City & Borough of Juneau assemblies have both passed non-discrimination ordinances for Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) residents;

WHEREAS, the above referenced laws and orders are commendable progress in protecting the human rights of Alaska's LGBTQ residents, there is currently no holistic and comprehensive statewide regime for legal recourse concerning LGBTQ discrimination, resulting in inadequate enforcement and protection of LGBTQ residents;

WHEREAS, the Alaska State Commission for Human Rights recalls Resolution 83-01 (February 26, 1983) which reiterates the Commission's important charge to help "set policy and interpret Alaska's Human Rights Law" and to "direct the activities of the chief civil rights enforcement agency in the state";

WHEREAS, the Alaska State Commission for Human Rights is cognizant of these important and vital components of its mission and also maintains high awareness of other states' and national human and civil rights enforcement organizations, noting the Equal Employment Opportunity Commission's interpretation of Title VII of the 1964 Civil Rights Act as prohibiting employment discrimination on the basis of sexual orientation and/or gender identity or expression;

WHEREAS, the Alaska State Commission for Human Rights recalls Resolution 90-01 (February 27, 1990) to raise awareness of anti-LGBTQ discrimination and encourage efforts to provide equal protection for Alaska's LGBTQ citizens; and

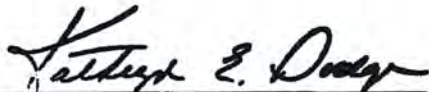
WHEREAS, the Alaska State Commission for Human Rights recalls and applauds recent efforts by state legislators of both parties with the introduction of HB139 (2013), HB19, HB42 and SB20 (2015) to revise the Alaska Human Rights Law, AS 18.80, to expressly prohibit discrimination on the basis of sexual orientation or gender identity and expression.

NOW, THEREFORE, BE IT RESOLVED, that the Alaska State Commission for Human Rights:

1. calls on the Alaska State Legislature to revise the Alaska Human Rights Law, AS. 18.80, to expressly prohibit discrimination on the basis of sexual orientation or gender identity and expression, and
2. requests that its staff work with the Department of Law to draft proposed regulations addressing the inclusion of prohibitions against discrimination on the basis of sexual orientation or gender identity and expression under the existing law prohibiting sex discrimination and to consider in that process the administrative application of the EEOC's interpretation of Title VII of the 1964 Civil Rights Act prohibiting employment discrimination on the basis of sexual orientation and/or gender identity or expression.

Copies of this resolution shall be forwarded to the Office of the Governor and all members of the Alaska State Legislature.

ADOPTED at Anchorage, Alaska, this 2nd day of November 2016.



Kathryn Dodge, Acting Chairperson
Alaska State Commission for Human Rights

STATE OF ALASKA

**Alaska State Commission for Human Rights
Roll Call Sheet
Vote on Resolution 2016-2**

ANCHORAGE, ALASKA

**COMMISSION MEETING
November 2, 2016**

<u>COMMISSIONER</u>	<u>YES/NO/NOT PRESENT</u>
<i>Chairperson Lester Lunceford</i>	<u>Not Present</u>
<i>Vice Chairperson Kathryn Dodge</i>	<u>YES</u>
<i>Commissioner Christa Bruce</i>	<u>YES</u>
<i>Commissioner Michele Christiansen</i>	<u>Not Present</u>
<i>Commissioner Jason Hart</i>	<u>YES</u>
<i>Commissioner Grace Merkes</i>	<u>NO</u>
<i>Commissioner Brandon Nakasato</i>	<u>YES</u>

Jody Simpson

N

From: beth@!
Sent: Friday, March 31, 2017 11:08 AM
To: Beth Fread
Subject: Senate Bill 72 - the Bedroom Bill ...
Importance: High

Dear Senate HSS Committee Members,

The issue before you today is one that has created a deep divide between individual Americans and Alaskans. It is a divide based upon faith, privacy and a person's behavior in the privacy (one hopes) of the bedroom, as well as some individuals' desire to publicly express their biological conflicts and emotional commitments. This has never been an issue for me, either as a Christian or a citizen. I leave that judgement up to my God, as he directs.

Nonetheless, our country, and now our state, are moving away from freedom of religious and business practices as an individual honestly and honorably desires, into the realm of non-acceptance of that right. For example, if I do not choose to work with a client who rarely bathes, uses excessive profanity, or just makes me nervous about my safety, it is still my right to not do business with that person. I can refer them to another service provider, or just not call or return calls to/from that person. Regardless of the law, I will implement my right to not do business with that person.

HB 72 takes that right, the right to refuse service, away from the individual business owner. It is one of the few rights remaining to business owners and individuals. The right to choose with whom you do, or do not, associate.

Table this amending bill and get on with more important issues.

Thank you for considering my perspective.

bethf ;-)

Beth Fread

bcc: Committee members, associated concerned citizens

N

Jody Simpson

From: LIO Mat-Su
Sent: Friday, March 31, 2017 10:39 AM
To: Senate Health and Social Services
Subject: FW: Testimony for SB 72

From: Tabitha Nardini [mailto:tabitha.nardini@akleg.gov]
Sent: Thursday, March 30, 2017 6:39 PM
To: LIO Mat-Su <LIO.Mat-Su@akleg.gov>
Subject: SB 72 & SB 131

Oppos these bills. Men don't belong in the same locker room or bathroom as young girls. How ever they feel about themselves. They can be expected by their genders in their genders room. It is not fair competition to have boys competing with girls. Girls have the right to a fair competition. The reason they are separated in the first place. Is because a boy natural stronger and faster.

I'm not against transgender or sexual orientation. It's that they want to be excepted. It should be done in the room already designed for their gender. There is to may way these bills could be abused. Please keep our childern safe.

Sincerely,

Tabitha Nardini

Jody Simpson

N

From: Alaska Republican Assembly <akra@mtaonline.net>
Sent: Friday, March 31, 2017 9:06 AM
To: Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Peter Micciche; Sen. Tom Begich
Cc: Sen. Berta Gardner
Subject: SB 72

Follow Up Flag: Follow up
Flag Status: Flagged

Hello Senators,

This is a horrible bill, to say the least. We do not want this huge problem in Alaska. People need to use their biologically correct bathroom. Period. Do I really need to tell you why?

Carol Carman
Secretary, Alaska Republican Assembly
alaskara.com

N

Jody Simpson

From: Mike Coons
Sent: Friday, March 31, 2017 7:13 AM
To: Senate Health and Social Services
Cc: Sen. David Wilson; Sen. Mike Dunleavy; Sen. Shelley Hughes; Rep. Cathy Tilton; Rep. Colleen Sullivan-Leonard; Rep. David Eastman; Rep. DeLena Johnson; Rep. Mark Neuman
Subject: Oppose SB 72

Follow Up Flag: Follow up
Flag Status: Flagged

My name is Mike Coons from Palmer and speaking for myself

Declaration of Rights Section 3 "No person is to be denied the enjoyment of any civil or political right because of race, color, creed, sex or national origin. The legislature shall implement this section."

Section 25: "To be valid or recognized in this State, a marriage may exist only between one man and one woman."

This bill is not only an affront to our State and Nation's fundamental morals and beliefs but is circumventing the Alaska State Constitution, by adding a subset of sex into Section 3 above. If Senator Gardner wants to recognize and protect people whom have these aberrant behaviors and lifestyles, then Senator Gardner can and should put forward an Alaskan Constitutional Amendment for the people to vote on, up or down. Just like we did with the resulting Section 5!

I am appalled that the Great State of Alaska would even consider following in the footsteps of California, New York, Maryland, etc. These states and others are the bastions of far left progressive actions that have and will continue to violate the tenants our our Constitution, our core beliefs as a nation and basic human anatomy. This seems to be the year for attacking Alaskans by continual attempts at taxing us into oblivion, stealing our mineral rights and now this!

In 1998 we Alaskans spoke strongly in favor of marriage between one man and one woman. So have 35 other States. Yet, a Supreme Court opinion violated the basic history of our nation and even more outrageously violated our 10th Amendment Rights and our State Constitutions! In my view, our Section 25 still stands and has not been reascended from our Constitution!

This bill is nothing more and nothing less an attack on the vast majority of Alaskans by demanding through Statute, that my and others views on homosexuals and cross dressers would become discrimination and thus a homosexual or cross dresser could then sue me for that believe. It further attacks business' by then requiring that they shall make a cake, take pictures, as two on going examples in the Lower 48, in violation of that business owners religious beliefs! This is totally unsettled law and I pray that our Supreme Court will stand for our rights to choose! This adds to the attack on the 1st Amendment by the far left progressives/socialist.

As to cross dressers, this is also unsettled and people are furious that radical liberals are demanding cross dressers be allowed, even demanded, to be in our schools locker rooms with the opposite sex while

demeaning normal people not wanting another person of the opposite sex in that locker room or bathroom! Cross dressers are just that. They are still male or female, they still have XX or XY Chromosomes no matter what they do! Also, they have a very high suicide rate and that goes higher upon physically changing appearance!

I do not have the time to say all I'd like to say, but this bill should never see the light of day past this committee!

Mike Coons

Palmer, AK 99645

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Using Opera's mail client: <http://www.opera.com/mail/>

Jody Simpson

N

From: Cross Creek <..... t>
Sent: Friday, March 31, 2017 1:22 PM
To: Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Peter Micciche; Sen. Tom Begich; Sen. Berta Gardner
Subject: SB 72

Follow Up Flag: Follow up
Flag Status: Flagged

Good Afternoon

We are very **concerned and opposed** to this Bill, SB72, "sexual orientation" and "gender identity or expression".

ALL Alaskan's should be protected.

No special groups or any "one" person should have more rights than anyone else in the State.

There are already Laws that protect everyone.

There does NOT need to be more laws that will create another Department,

which requires an Executive Director and Staff, which will **add to the cost of Government.**

Your JOB is to cut Government expenses, NOT create more Departments that need to be funded and will expend the Government.

IF the current Laws were enforced there would be NO need for additional bills.

Thank You.

Yolanda Bryant and Family

From: Kay Silverton <[redacted]>
Sent: Friday, March 31, 2017 1:25 PM
To: Sen. Berta Gardner; Sen. Cathy Giessel; Sen. David Wilson; Sen. Tom Begich; Sen. Natasha Von Imhof; Sen. Peter Micciche
Subject: SB 72

Follow Up Flag: Follow up
Flag Status: Completed

I am opposed to any bill that gives Protections, in addition to those already granted to the people, that will, in effect make certain groups or classes of people more equal than other. Any time we do this, we are infringing on the rights of others to make certain groups or classes more equal and others less equal.

I have read this bill and have determined that all those issues found in this bill are already in place and if the current laws were enforced, there would be no need for enacting another law on the books.

I also oppose any legislation, in this time of the need to reduce the size of Government that will require that the Governor appoint an Executive Director and hire a staff to support this effort. We are in a time when the Government is contemplating an individual Income tax upon the people of the State of Alaska to pay for "Services". This does not appear to be a service that we should take on.

I am sure there will be many who think I am a hard hearted person, however, I am remembering some in the lower 48 who have been fined and run out of business because the "protected" Classes have threatened their businesses due to their refusing service to the protected classes, when they (the non-protected) have determined that the service is in opposition to their beliefs.

We do not need to follow the folks in the lower 48. We have lived in harmony with each other for years before these issues gained a foothold in Alaska and have now become such an issue that we must now create a law that makes certain groups or classes more equal than other makes no sense.

--
Phylis K. Silverton
Wasilla, AK 99654

Testimony – SB 72 - Jim Minnery / Alaska Family Council
March 31st, 2017 – Senate HSS Committee – 1-844-586-9085 – 2min

N

Thank you Chairman Wilson and other members of the committee.

I'm Jim Minnery, and I'm testifying on behalf of the Alaska Family Council. Our organization is a non-profit advocacy group that focuses on religious liberty, respect for human life and family.

Alaska Family Council and the thousands we represent oppose SB72.

As Alaskans, we cherish the freedom to peacefully express and live by our religious, philosophical, and political beliefs—not merely to hold them privately.

Laws like SB72 are used by the government to compel citizens to sacrifice their deepest convictions on marriage and what it means to be male and female—people who gladly serve everyone, regardless of sexual orientation or gender identity, but who cannot promote messages, engage in expression, or participate in events that contradict their beliefs or their organization's guiding values.

Creative professionals, wedding chapels, non-profits, adoption agencies, businesses, schools, and even churches have faced threats and legal action under such laws for declining to participate in a same-sex wedding ceremony, for maintaining policies consistent with their guiding principles; and for seeking to protect privacy by ensuring persons of the opposite sex do not share showers and restrooms.

Think about this. During the 2017 Presidential Inauguration, hairdressers, dressmakers, party planners, bed and breakfast owners and other businesses refused to participate based on their distaste for Trump.

Now ask yourself this question.

Should those small businesses have been forced by the Government to provide services to Trump? Liberals would say no and so would conservatives.

But that is what is happening now when laws like SB72 are passed. Big Government is imposing its cultural values on small businesses and ordinary Americans.

We live in a pluralistic society where variety is a good thing. Just like the dress designer who couldn't work with Melania Trump. She had the right to operate her business in accordance with her deeply held convictions. So do others.

Please respect everyone's rights by voting no on SB72. Thank you for the opportunity to testify.

From: Michael Hanzuk Sr <michael.hanzuk@alaska.gov>
Sent: Saturday, April 01, 2017 9:05 PM
To: Senate.hss@leg.gov
Cc: Sen. Bill Wielechowski; Sen. Mike Dunleavy; Sen. Tom Begich; Rep. Lance Pruitt; Sen. Berta Gardner; Rep. Paul Seaton; Rep. Dan Saddler; Rep. Colleen Sullivan-Leonard; Rep. Lora Reinbold; Rep. Les Gara; Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Peter Micciche
Subject: OPPOSITION TO SB72/HB182
Attachments: Sexual Orientation and Gender Identity.pdf

Health and Social Services Committee Members

RE: OPPOSITION TO SB72/HB182

Thank you Mr. Chair and Committee members for allowing me to testify in opposition of SB72/HB182. My name is Michael Hanzuk Sr. and I am speaking on behalf of myself, my wife, my mother, son, daughter-in-law, and two grandchildren with one on the way.

We are appalled that this Committee has considered SB72/HB182. As a family in Alaska since 1972, we have discussed why Alaska is so unique to us, and the problems we face from the Liberal left. Accepting transgender, homosexual, or bisexual people into our lives are not our problem until it becomes forced upon us. We don't have to associate or participate in activities that put us in those environments. What people want to do with themselves and their bodies is their preference and up to them. We will hold judgment for someone higher than you or us.

In the meantime, little-by-little, you continue to take our freedoms and rights away by imposing immoral rights upon us and businesses you deem justified. You, the Committee and others are putting women, children, people and businesses in jeopardy of laws suits. We did a little homework ourselves on some of the immoral rights that pertain to our opposition against Senate Bill72/HB182:

- 1) You have/are taking our freedom of speech, religion, and expression away from all of us.
 - a. If we express feelings that actions of this nature offend us, we are label as being prejudice.
 - b. If we play Christian music or address anything about God in an office setting or on a job site, it offends a particular group
 - c. God is taken out of the equation in schools, work environment, etc.

d. Our values and morals are eliminated one-by-one by an immoral society.

With two grandchildren and a third on the way, I will not subject my family or women I know to this kind of immoral value Liberal people want.

2) You're opening the door to Pandora's box of sexual predators unleashed on children and women in Alaska. Cases reported/cited from other states:

a. [Seattle](#) (February 17, 2016) where a man claiming transgender rights walked into the women's locker-room twice and started undressing with young girls in the same room.

b. In Virginia, a 35-year old man dressed up as a woman was caught and charged with filming women in bathroom stalls, in Los Angeles, a man dressed in drag was also caught doing the same: and assaulting little girls and women.

c. A Toronto man used the "transgender" excuse to gain access into a women's shelter assaulting them.

Aren't you telling us that women's shelters are discriminating towards men and have their policies changed? They will be mandated to allow predators in! Did you think about that and the ramifications? I bet not.

Are each one of you willing to be legally accountable for this malice action of sexual predators because you agree to this law?

This goes on-and-on because the Liberals in this country try to circumvent our laws to meet their wants and damn everyone else.

Laws are already on the books to prevent discrimination against people. SB72 just muddies the water. Though no Fiscal Note is attached to this Bill, at this time, it does not mean the cost of government will not increase. **AS 18.80.060** allows the Commissioner to increase his staff and we're am sure this will be taken advantage of soon enough.

In my opinion, the cost to the private sector will be overwhelming. This is due just in adding any changes. Has anyone requested a cost analysis on the affect this will have on the private sector? I'll bet not.

Testimonies provided on March 31, 2017, imply that adding *sexual orientation and gender identity (SOGI) laws* to current laws improves business relationships and increases business profitability within the business community. I disagree with their findings and have provided the HSS Committee with a report (attached to this email) from Ryan T. Anderson, PhD with [The Heritage Foundation](#) that addresses this matter (No. 3082/Nov 30, 2015).

The report identifies “unnecessary problems” caused by government interference (p5pp1) and how they relate to problems in society:

“SOGI laws can have serious unintended consequences. They threaten small-business owners with liability for alleged “discrimination” based on subjective and unverifiable identities, not on objective traits. They expand state interference in labor markets, potentially discouraging economic growth and job creation. They endanger religious liberty and freedom of speech, and they mandate education and employment policies that undermine common sense in the schoolhouse and the workplace.”

“In short, SOGI laws regulate commercial decisions that are best handled by private actors, and they regulate educational decisions best handled by parents and teachers, not bureaucrats.”

We are in hopes that you reconsider SB72/HB182 and table the entire idea. If this Bill does pass, we will hold this Committee and other accountable.

Thank you,

Michael Hanzuk Sr. and family!

Encl:

BACKGROUND

Sexual Orientation and Gender Identity (SOGI) Laws Threaten Freedom

Jody Simpson

N

From: Charles & Carole Hart <| .>
Sent: Monday, April 03, 2017 3:48 PM
To: Senate Health and Social Services
Cc: Sen. Berta Gardner
Subject: Written testimony opposing SB 72

I heard all of the written testimony on March 31st, and want to personally apologize to each of those testifying who felt valueless and less than human.

For the record, I value each one of you as the precious child of God that you are.

I oppose this bill, however. This bill will make religious discrimination legal. It mandates and legislates the story "The Emperor's New Clothes".

Those of you who testified, some of you lobbied accusations against me—not even knowing me—because you and I disagree. I heard the words bigot and hatred, neither of which I am or do.

If this passes, would you lodge a complaint against me? If I were a business owner and yet, because of my Roman Catholic beliefs in objective truth, decline to bake a cake to rent a venue to a celebration of transgender persons—would you respect that as I respect you?

Because I would be at your mercy; there are nationwide cases of bakers, flower shop owners, and other Christians would were coerced under these unjust laws to forgo their livelihoods.

One testifier stated that this law "hurts none." I assert this is a falsehood.

Respectfully,
Carole Hart
No affiliation
Anchorage, 99504

From: R.L. GREEN <rl...n>
Sent: Monday, April 03, 2017 4:42 PM
To: Sen. Bill Wielechowski; Sen. Mike Dunleavy; Sen. Tom Begich; Rep. Lance Pruitt; Sen. Berta Gardner; Rep. Paul Seaton; Rep. Dan Saddler; Rep. Colleen Sullivan-Leonard; Rep. Lora Reinbold; Rep. Les Gara; Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Peter Micciche
Subject: RE: Thoughts relating TO SB72/HB184

Thank you Mr. Chair and Committee members for allowing me to testify in opposition of SB72/HB184. My name is Richard Green I and I am speaking on behalf of myself, my wife, 9 boys and 1 girl, and as many more as we may be blessed with in the future. Please be advised, my daughter is 17 months and 2 boys are one month old newborns.

We are appalled that this Committee has considered SB72/HB184. As a family in Alaska since 1980, we came to Alaska because it was unique to us. Leaving the liberal policies behind us and looking for freedom to live a normal life without unneeded and unwise government interference.

Accepting transgender, homosexual, or bisexual people around our lives is not our problem until it becomes forced upon us in a way that harms our children and society at large. We don't have to associate or participate in activities that put us in those environments. What people want to do with themselves and their bodies is their preference and up to them.

In the meantime, little-by-little, the legislature continues to take our freedoms and rights away by imposing immoral beliefs upon us and businesses as you deem justified. You, the Committee and others are putting women, children, people and businesses in jeopardy of laws suits and personal risk. We did a little homework ourselves on some of the immoral rights that pertain to our opposition against Senate Bill72/HB184:

1) You have/are taking our freedom of speech, religion, and expression away from all of us.

a. If we express feelings that actions of this nature offend us, we are label as being prejudice and discriminatory.

b. If we play Christian music or address anything about God in an office setting or on a job site, it offends a particular group

c. God is taken out of the equation in schools, work environment, etc.

d. Our values and morals are eliminated one-by-one by an immoral society.

With three young children (one a young female), I will not subject my family or other women I know to this kind of immoral liberal value you want.

2) You're opening the door to Pandora's box of sexual predators unleashed on children and women in Alaska. Cases reported/cited from other states:

a. Seattle (February 17, 2016) where a man claiming transgender rights walked into the women's locker-room twice and started undressing with young girls in the same room.

b. In Virginia, a 35-year old man dressed up as a woman was caught and charged with filming women in bathroom stalls, in Los Angeles, a man dressed in drag was also caught doing the same: and assaulting little girls and women.

c. A Toronto man used the "transgender" excuse to gain access into a women's shelter assaulting them.

Aren't you telling us that women's shelters are discriminating towards men and have their policies changed? They will be mandated to allow predators in! Did you think about that and the ramifications? I bet not.

Are each one of you willing to be legally accountable for this malice action of sexual predators because you agree to this law?

It is a well know fact that each of us are born with a sex, it is real and not changeable. Yes you can change the parts to look different, but in the end a man is a man, even if you change his clothes no the outside. even if you change his chest and remove his penis, HE IS STILL A MAN.

Laws are already on the books to prevent discrimination against people. SB72 just muddies the water. And attempts to give rights to people who "feel" something they are not. Even if the outside doesn't change, it relays on the "feeling" as the primary codified of legal protection.

Shall we allow a man, who "feels like a woman" to dress and undress with our little girls? Will they be aloud to play in the shower together at school, because a man "feels" like a woman today?

You will open the door to a Huge sexual problem in schools, business and on State property. Will you then be responsible for the rapes and attacks on our women and children?

Sexual feeling is not protected under our constitution and thus this law will be challenged and deemed unconstitutional. The legal proceedings alone will cost the State of Alaska Taxpayers hundreds of thousands of dollars, if not millions.

Though no Fiscal Note is attached to this Bill, at this time, it does not mean the cost of government will not increase. AS 18.80.060 allows the Commissioner to increase his staff and we're am sure this will be taken advantage of soon enough.

In my opinion, the cost to the private sector will be overwhelming. This is due just in adding any changes. Has anyone requested a cost analysis on the affect this will have on the private sector? I'll bet not.

Testimonies provided on March 31, 2017, imply that adding sexual orientation and gender identity (SOGI) laws to current laws improves business relationships and increases business profitability within the business community. I disagree with that and we have compulsory evidence from other states who have tried this same kind of legislation and failed.

The report identifies "unnecessary problems" caused by government interference (p5pp1) and how they relate to problems in society:

"SOGI laws can have serious unintended consequences. They threaten small-business owners with liability for alleged "discrimination" based on subjective and unverifiable identities, not on objective traits. They expand state interference in labor markets, potentially discouraging economic growth and job creation. They endanger religious liberty and freedom of speech, and they mandate education and employment policies that undermine common sense in the schoolhouse and the workplace."

“In short, SOGI laws regulate commercial decisions that are best handled by private actors, and they regulate educational decisions best handled by parents and teachers, not bureaucrats.”

We are in hopes that you reconsider SB72/HB184 and table the entire idea. If this Bill does pass, we will hold this Committee and other accountable.

Thank you,

Richard Green and family!

Ps - thats 9 voting members of the State of Alaska

Sent from my iPad

Jody Simpson

N

From: Pamela Lynn <
Sent: Saturday, April 08, 2017 3:51 PM
To: Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Peter Micciche; Sen. Tom Begich; Rep. David Talerico; Sen. Click Bishop
Subject: SB 72

Dear Senators,

Good afternoon. I am writing to ask for your no vote on SB 72.

SB 72 is something that directly effects religious freedom and religious freedom is one of the most important and critical rights we need to preserve.

As I go shopping and have my day to day life experiences, I have not noticed a "discrimination" problem in the homosexual community. What I see instead is a huge homosexual movement and even heavily pushed propaganda throughout the media, tv's and music totally promoting homosexuality to the point that it's confusing the youth as to who they are.

I understand that society goes on these roller coasters of different ideas and from time to time certain groups of people feel like everyone is unfair or picking on them, but the reality I've noticed is if a person works hard and builds a solid reputation of reliability and perseverance, then those attributes are noticed and respected and those people regardless of whatever "group" they're in get ahead in life.

I feel that as people in office, it's expected that you would protect basic fundamental American rights and stop this bill at this committee.

Thank you

Pamela Samash

907·

From: Mike Rostad <r...>
Sent: Saturday, April 08, 2017 7:55 PM
To: Sen. David Wilson
Subject: SB 72

Mr. Wilson

I understand that you seem to be beating a dead horse with this discrimination issue. I'm wondering what rights the gay/lesbians are deprived of? They can marry (at least, according to the state,) have their choice of bathrooms, etc, etc. I have friends who are gay; I look at people as people, not according to their sexual identity. Biologically, there are only two sexes.

The gay/lesbian rank and file in this country is not only protected, but aggressive and militant. Look what they have done in Oregon, Washington, Wisconsin, Colorado and other states? They demand obeisance to their lifestyle. No longer is it a matter of "Please don't condemn me, let me live the way I want," but, "You must embrace the way I live." Years ago, when I wrote for a local newspaper, I interviewed an attorney who liked the "live and let live" attitude in the state. A man could dance with another man and nobody bothered them. Quite different today when someone who, because of convictions, cannot condone same-sex relationships, is punished for violating discrimination policies. You're opening a Pandora's Box that threatens to take away the individual rights of Alaska's citizens. By the way, how long have you lived in Alaska.

Sincerely,
Mike Rostad

Jody Simpson



From: Ed Gray <[redacted]>
Sent: Saturday, April 08, 2017 9:34 PM
To: Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Peter Micciche; Sen. Tom Begich
Subject: No on SB 75

Dear Senators

Thank you for the opportunity to comment on SB 75. As Americans, We have always been able to live out our faiths, philosophies and beliefs without fear of legal consequences. Laws like SB75 are being used to attack these freedoms. We are endowed by our creator with certain inalienable rights and we will continue to follow our conscience and serve our creator as we have always done. I ask you to vote no SB 75 so these important freedoms will continue to exist.

Respectfully Ed Gray

Jody Simpson

N

From: Keith Hamilton <k'
Sent: Saturday, April 08, 2017 11:04 PM
To: Sen. David Wilson
Subject: SB 72

Hi Senator, I am completely opposed to this bill-please protect ALL Alaskans by voting against this bill. My thanks, Keith



Dr. Keith J. Hamilton, President
Follower of Christ, Husband, and Dad
Alaska Christian College

Soldotna, AK 99669

"Empowering Alaska Natives through biblically-based higher education and Christian formation to pursue excellence in character, learning, and service as followers of Christ."



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Jody Simpson

N

From: Grady Pennell <[redacted]>
Sent: Saturday, April 08, 2017 11:10 PM
To: Sen. David Wilson
Subject: SB72 SOGI

Dear Senator Wilson,

As a pastor of a local church in Eagle River I strongly oppose this unwarranted SOGI bill.

Such legislation undermines equality rooted in innate unchangeable shared human qualities, restricts religious freedom, and erodes national unity.

I stand with the numerous other like minded religious leaders in our nation who have signed the Preserve Freedom and Reject Coercion statement that can be found at

<http://breakpoint.org/freedom/>

I encourage you to make it a part of the discussion over this unnecessary bill and do not make it law.

God Bless you

Grady Pennell

Sent from my iPhone

Sent from my iPhone

Jody Simpson

N

From: Wiley Brooks <
Sent: Sunday, April 09, 2017 10:34 AM
To: Sen. David Wilson
Subject: SB72

Call me old school. While I'm opposed to any law abiding citizens constitutional rights being violated, adding political correct legislation too many times results in infringing on the rights of others. There are existing laws to protect citizen rights. Sexual orientation is a private matter. Sexual orientation of others is none of my business unless it violates existing laws. The State's fiscal crises demands your full attention.

Wiley Brooks

99515

Phone: 907-

Jody Simpson

N

From: F.lemmons <F.lemmons@legis.wa.gov>
Sent: Sunday, April 09, 2017 8:07 AM
To: Sen. David Wilson
Subject: No on (SB72) filed 3/1/17

No on (SB72) filed 3/1/17

Sexual Orientation and Gender Identification should not be protected classes.

Bill Lemmons

Sent from my iPhone

Jody Simpson

N

From:
Sent: Sunday, April 09, 2017 10:58 AM
To: Sen. David Wilson
Subject: SB72

Dear Senator Wilson,

I understand SB72, currently being considered by the legislature, would add sexual orientation and gender identity to protected classes in terms of discrimination. I strongly object. There is already a problem Outside with Christians being sued for not supporting gay marriage by baking wedding cakes or providing floral arrangements for the ceremonies. I would hate to see that spread to Alaska.

In my opinion, my strongly-held Christian beliefs are being trampled by those who want to live what I honestly perceive as an unnatural lifestyle. I do not ask that they change their beliefs, but I deeply resent their demand that I change mine. I do not support the gay lifestyle, nor do I believe "gender identity" is a valid reason to take away my free expression of religion.

I can accept "live and let live." Can the LGBT community do the same?

Sincerely,
Jackie Musgrave
Anchorage

Jody Simpson

N

From: Wiley Brooks <
Sent: Sunday, April 09, 2017 4:40 PM
To: Sen. David Wilson
Subject: SB72

Senator, I urge you **not** to pass SB72 out of the Health Committee. I believe it has **zero** priority with a huge majority of Alaska voters. Alaska's fiscal crises demands full attention by all members of Legislature.

Respectively,

Wiley Brooks

99515

Phone: 9

Jody Simpson

NS

From: Sue Horner <----->
Sent: Sunday, April 09, 2017 4:51 PM
To: Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Peter Micciche; Sen. Tom Begich
Subject: SB 72 - Please Oppose!

You must vote NO to sexual orientation gender identity [SOGI] laws!

SOGIs are giving legal teeth to go after people, businesses, nonprofits and even churches simply because they have traditional, Biblical views on marriage and sexuality. The unintended consequences have been devastating for people of faith.

SOGI laws empower the government to use the force of law to silence or punish Americans who seek to exercise their God-given liberty to peacefully live and work consistent with their convictions. They also create special preference in law for categories based on morally significant choices that profoundly affect human relations and treat reasonable religious and philosophical beliefs as discriminatory. Proposed SOGI laws, including those narrowly crafted, threaten fundamental freedoms, and any ostensible protections for religious liberty appended to such laws are inherentl.

Under SOGI laws, people of good will can face personal and professional ruin, fines, and even jail time, and organizations face the loss of accreditation, licensing, grants, contracts, and tax-exemption.

Please keep Alaska like our Founding Fathers of America intended ... which is FREE!

Submitted by -

Constituent Sue Horner
Colonel - USAF Retired
Wrangell, Alaska

Jody Simpson

N

From: Lynette Phillips
Sent: Sunday, April 09, 2017 8:28 PM
To: Sen. David Wilson
Subject: SB72

Hello Senator Wilson,

I wanted to take a quick moment to say the SB72 is not needed and creates more harm than good. What has been the specific problem or reason that SB72 is needed? The addition of sexual orientation and gender identity to anti-discrimination statues would be used as a bludgeon to deny people of faith their freedom to abide by deeply held beliefs. Please do not give SB72 a vote.

-Lynette Phillips

From: Jackie Williams <ab...>
Sent: Sunday, April 09, 2017 8:56 PM
To: Sen. David Wilson
Subject: Re: SOGI

Please DO NOT pass the SOGI bill out of committee.

On Sun, Apr 9, 2017 at 7:12 PM, Jackie Williams <abbeyonthelake@gmail.com> wrote:

Dear Senator Wilson,

As an American, I cherish the freedom to peacefully express and live by my religious, philosophical, and political beliefs - not merely to hold them privately. I am writing on behalf of millions of Americans who are concerned about laws that undermine the public good and diminish this freedom for individuals and organizations alike.

I affirm that every individual is created in the image of God and as such should be treated with love, compassion, and respect. I also affirm that people are created male and female, that this complementarity is the basis for the family centered on the marital union of a man and a woman, and that the family is the wellspring of human flourishing. I believe that it is imperative that this nation preserve the freedoms to speak, teach, and live out these truths in public life without fear of lawsuits or government censorship.

In recent years, there have been efforts to add sexual orientation and gender identity as protected classifications in the law - either legislatively or through executive action. These unnecessary proposals, often referred to as SOGI policies, threaten basic freedoms of religion, conscience, speech, and association; violate privacy rights; and expose citizens to significant legal and financial liability for practicing their beliefs in the public square. In recent years, I have seen in particular how these laws are used by the government in an attempt to compel citizens to sacrifice their deepest convictions on marriage and what it means to be male and female - people who serve everyone, regardless of sexual orientation or gender identity, but who cannot promote messages, engage in expression, or participate in events that contradict their beliefs or their organization's guiding values.

Creative professionals, wedding chapels, non-profit organizations, ministries serving the needy, adoption agencies, businesses, schools, religious colleges, and even churches have faced threats and legal action under such laws for declining to participate in a same-sex wedding ceremony; for maintaining policies consistent with their guiding principles; and for seeking to protect privacy by ensuring persons of the opposite sex do not share showers, locker rooms, restrooms, and other intimate facilities. Under SOGI laws, people of good will can face personal and professional ruin, fines, and even jail time, and organizations face the loss of accreditation, licensing, grants, contracts, and tax-exemption.

SOGI laws empower the government to use the force of law to silence or punish Americans who seek to exercise their God-given liberty to peacefully live and work consistent with their convictions. They also create special preference in law for categories based on morally significant choices that profoundly affect human relations and treat reasonable religious and philosophical beliefs as discriminatory. I, therefore, believe that proposed SOGI laws, including

those narrowly crafted, threaten fundamental freedoms, and any ostensible protections for religious liberty appended to such laws are inherently inadequate and unstable.

SOGI laws in all these forms, at the federal, state, and local levels, should be rejected. I am sending this letter because of the serious threat that SOGI laws pose to fundamental freedoms guaranteed to every person.

America has stood as a beacon of liberty to the world because our Constitution protects people's freedom to peacefully - and publicly - work and live according to their convictions. I represent diverse efforts to contribute to the flourishing of my neighbors, communities, nation, and world. I remain committed to preserving in law and stewarding in action the foundational freedoms that make possible service of the common good, social harmony, and the flourishing of all.

Thank You For Your Time,
Jackie Williams

Jody Simpson

N

From: Sarah Czech <sarah_czech@alaska.gov>
Sent: Sunday, April 09, 2017 9:13 PM
To: Sen. David Wilson
Subject: SB72

As an Alaskan resident and informed voter, I urge you to oppose SB72.

Thank you and I look forward to your cooperation on this matter.

Sarah Czech

Sent from my iPhone

Jody Simpson

N

From: John Nolte <j...>
Sent: Sunday, April 09, 2017 9:37 PM
To: Sen. David Wilson
Subject: SB 72

Dear Sen Wilson,

I am aware of SB 72 and am writing to you, asking that you please not pass this bill out of the Health Committee.

I am asking you to defeat the frivolous laws that allow people from the fringes of society the ability to legally harass and harm God fearing, hard working citizens. From my understanding, this bill further erodes the underlying Christian values our society was built on and deprives people of their right to follow and practice their personal religious beliefs.

We appreciate the hard work that you and others do on our behalf.

Sincerely,

John & Miriam Nolte, MDs
Hillside Family Medicine, LLC
Anchorage, Ak

Jody Simpson

N

From: stephen mowery <st >
Sent: Sunday, April 09, 2017 10:07 PM
To: Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Peter Micciche; Sen. Tom Begich
Subject: Oppose SB72 discrimination genderID bill

Dear Senate Committee

I Stephen Mowery a resident of Alaska for more than 30 years I do not want to see SB72 even come up for vote being as I have worked for several different companies and including the one I am currently employed at I feel they have the right to choose who they will hire and even do business with. That is a right of all business owners to be able to hire the people that work best for their company no matter what race, sexual orientation ,or gender as well as the right to refuse service to anyone. We also already have discrimination laws in place in this state and I feel this would be a massive expense for our already debt ridden state of Alaska. I see this as a complete waste of money with no profitable gain for this state and will only harm the businesses that pay for the government that keeps regulating them out of existence. PLEASE DO NOT PASS THIS BILL OR EVEN ALLOW IT TO COME TO A VOTE.

Sincerely Stephen Mowery

Sent from my iPhone

Jody Simpson

N

From: Jill Stone <j >
Sent: Sunday, April 09, 2017 10:23 PM
To: Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Tom Begich; Sen. Peter Micciche
Subject: Oppose SB72

I am writing to ask that you oppose SB72. People can identify to be whatever they want to be but that doesn't make them what they say. For example Eric "The lizard man" may have gotten alterations and tattoos to look like a lizard but that does not make him a lizard. In the news recently was Rachel Dolezal-an argument for accepting her being black <http://www.intellectuالتakeout.org/blog/rachel-dolezals-argument-shes-black-perfectly-logical>. This is just opening the door for a lot of other arguments, where do we draw the line? When we are born we are born with a gender-male or female and there is no denying that, so how can we change that as we get older? Our DNA does not change. I oppose SB72, please vote against it.

Sincerely,

Jill Stone



[Rachel Dolezal's Argument That She's Black Is Perfectly Logical](http://www.intellectuالتakeout.org)
www.intellectuالتakeout.org

In making the claim that race is just as culturally constructed as gender, Dolezal put the gender ideologues in a difficult position.

Jody Simpson

N

From: Cheri Howard <billandche
Sent: Sunday, April 09, 2017 10:40 PM
To: Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Peter Micciche; Sen. Tom Begich
Subject: SB72 - please oppose!

I am writing to ask you to oppose SB72. This legislation is:

Misguided - Those who wish to see this bill pass are not simply trying to preserve their rights; they are trying to justify their lifestyle choice and silence anyone who disagrees with them - even those who have done nothing other than respectfully state their beliefs.

Unnecessary - We already have a legal process in place to which anyone can appeal when they feel their rights are violated. It is an unwise use of taxpayer money to further consider yet another law that will be redundant.

Harmful - We have already seen the negative repercussions in other states of this kind of legislation. People of faith already feel that their right to freedom of religion is under fire, and history contains many examples of what happens when the rights of some are ignored in favor of the rights of others. This bill will not protect any rights better than they are now protected. In fact, it will create second-class citizens whose constitutional rights will be trampled.

Thank you for your service in our state legislature and listening to the citizens of this great state. I pray for you to have wisdom as you make the great many decisions involved in protecting the rights of all Alaskans. Please carefully consider rejecting this bill. It will have far-reaching consequences which, I believe, will weaken our state rather than strengthen it. Thank you.

Cheri Howard

Jody Simpson



From: John & Candy Miller ·
Sent: Sunday, April 09, 2017 11:11 PM
To: Senate Health and Social Services
Cc: Sen. David Wilson
Subject: VOTE "NO" on "SB 72"....reasons:

Dear Senate HSS Committee,

VOTE "NO" on "SB 72"...

College of Pediatrics: "Gender Ideology Harms Children !
The links below verify serious concerns with references & footnotes from American College of Pediatrics and the American Psychology Association.'s Diagnostic and Statistical Manual

PLEASE DO NO HARM. Protect our children...say concerned Parents, Grandparents, of children preschool, through high school, including parents whose children are in foster care .

Candy & John Miller

Wasilla, AK 99687
Dist 9

College of Pediatrics: "Gender Ideology Harms Children ";

<http://www.acped.org/the-college-speaks/position-statements/gender-ideology-harms-children>

<http://www.catholicanchor.org/alaska-news/public-testimony-coming-proposal-mandate-gender-identity-laws-alaska/>

Jody Simpson



From: [REDACTED]
Sent: Sunday, April 09, 2017 11:33 PM
To: Sen. David Wilson
Subject: Please oppose Bill SB72

Dear Senator David Wilson,

As a 43 year Alaska citizen, I am asking you to oppose Bill SB72.

Every Alaskan and every American citizen has fundamental freedoms that should not be sacrificed on the altar of political correctness.

As a person of faith and family, I do not want to see our state devastated with unintended consequences on fellow citizens of our state and people of faith.

Please do what is right in opposing Bill SB72 for our families, citizens of this great state, and for the moral good of our country.

Jody Simpson

N

From: John & Holly Szklarz + 8
Sent: Monday, April 10, 2017 9:56 AM
To: John & Holly Szklarz + 8
Subject: Bill SB72 Discrimination Gender ID ...

Good Morning,

Please do not sacrifice our freedoms on the altar of so called, "political correctness."

We are 100% against SB72; adding sexual orientation and gender identity to anti-discrimination statutes is a misguided, unnecessary and harmful legislation.

The kinds of laws are being pushed in order to go after individuals, businesses, and nonprofits because they have traditional views on marriage and sexuality.

Thank you,

Holly Szklarz (Eielson AFB)

From: Barrie Greenfield <barrie@barriegreenfield.com>
Sent: Monday, April 10, 2017 9:54 AM
To: Sen. David Wilson
Subject: SB72

Dear Senator Wilson,

I wish to express my concern regarding SB72. Our great country, America was founded on principles of Freedom. Freedom from Britain, which was expressed as freedom of speech, freedom of press, freedom to assemble, freedom to practice religion, etc. SB72 seeks to do away with some of those precious freedoms for the sake of political correctness. By forcing businesses, non-profits and churches to hire those who live contrary to their (business owners, church doctrines) core beliefs is a quenching of freedom. We, as Americans, love our freedoms. If our freedoms continue to be slashed and disregarded, we will cease to be the Land of the Free.

I do not condone or wish for anger to be directed at those who disagree with me. But I ask for the same in return. As Americans, we have lived in a nation of immigrants, those who have varying opinions, religions and cultures, but we have previously been able to live as one nation. Let us continue to do the same. We can disagree, yet live and work together in the same community. But do NOT take our freedom of choice away from us, the American/Alaskan people.

Thank you for your time in reading,

Barrie Greenfield

Jody Simpson

N

From: Richard Carr <rich>
Sent: Monday, April 10, 2017 9:52 AM
To: Sen. David Wilson
Subject: SB 72

Good morning Representative Wilson. I'll keep it short: SB 72 is bad for our society and our state. It takes away freedoms that have been traditional for many years. Please vote against this.

Thank you,
John Richard Carr
Wasilla

Jody Simpson

W

From: Sue Delain <su...>
Sent: Monday, April 10, 2017 8:59 AM
To: Sen. David Wilson
Subject: SB72

I am strongly opposed to this bill and will be taking note who votes for it. Thank you for your consideration in this matter. Sue Delain.

Jody Simpson

N

From: Gretchen <t
Sent: Monday, April 10, 2017 8:55 AM
Subject: SB72

Senator,
I urge you to vote NO on SB72. This bill will do nothing for equal rights, in fact will destroy equal rights and establish special rights and open the door for frivolous lawsuits against businesses and non-profits.

Gretchen Zesiger

Sent from my iPhone

Jody Simpson

N

From: David Critchfield <1
Sent: Monday, April 10, 2017 9:06 AM
To: Sen. David Wilson; Senator.Tom.Begich@alleg.gov; Sen. Cathy Giessel
Subject: SB72 oppose

Dear Senators,

This nation was founded on God's biblical laws and it out to stay that way. Recognizing one group at the expense of another is not right nor is it fair. While I would not discriminate against anyone, I should have the right to decide who I want to serve in my business. And how I want to structure my business, the rules I follow in my personal life and in my business life.

I sincerely hope you will vote against SB72, not because we wish to discriminate against someone, but because we wish others to be free to decide how to run their life and/or organization.

America land of the free, but not so much anymore what with all of the laws and lawsuits.

--

David Critchfield

Jody Simpson

N

From: Michael Fairchild
Sent: Monday, April 10, 2017 9:11 AM
To: Sen. David Wilson
Subject: Oppose SB72

Dear Senator Wilson, I ask you to stand with me in opposition of SB72

Thank you,

Mike Fairchild
Fairbanks, Alaska

From: Lois Mowery <[redacted]>
Sent: Monday, April 10, 2017 9:08 AM
To: Sen. David Wilson; Sen. Natasha Von Imhof; Sen. Cathy Giessel; Sen. Peter Micciche; Sen. Tom Begich
Subject: Sb72

Senators,

This bill is unnecessarily founded, there are already laws that protect peoples way of living under the EEO. Why are we wasting our time and money into specifically signaling every difference of people out?

This bill also goes against the rights of business owners. You are taking away there right to there religion and what they believe. Business owners should be able to refuse business to whomever they want. And the offended has the right to refuse the use their service. This is a freedom that we have living in the United States unless you take that freedom from us.

If this law is passed you now have to change all applications for jobs, housing, and any other document there is. This is money that is being wasted for the rights of one group as it strips the rights away from any group. This makes it harder for small businesses to open up in the state. No businesses no money staying here, instead it all goes to other states and countries.

Please do the right thing and get rid of this bill for the sake of the debt the state is already in and the sake of all the businesses in the state.

Lois Mowery

Jody Simpson

N

From: Peter Marvin <
Sent: Monday, April 10, 2017 9:22 AM
To: Jody Simpson
Subject: Oppose SB 72

To my Alaska senators:

Please vote NO on SB 72. This bill is wrong.

Sexual preferences should remain in the bedroom and should not be given any special treatment. This is wrong on many levels and is going to take our society down the wrong pathway that is opening a Pandora's box.

I should not be discriminated against if I and my children avoid a checkout line with a deep voiced male bearded cashier wearing full makeup and women's wig and clothing. The statistically deviant cross-dressing frightens children.

My son should not be discriminated against if he doesn't want to share a dressing room or toilet room with a girl.

My daughter should not be discriminated against if she doesn't want to share a dressing room or toilet room with a boy.

People with traditional religious views should not have their rights violated and be forced to hire or otherwise make preference based on sexual orientation or lack of gender identity.

I believe I should be protected and not forced to accommodate another person's sexual preferences, which they should keep to themselves. I do not announce my sexual preferences, nor do I expect to receive special rights based upon my sexual preferences.

This should not be touted as a civil rights issue or a human rights issue. Race, religion, and gender (male and female) are civil rights issues. Sexual orientation/preference, fetish for cross dressing, and any other sexual fetish are not civil rights issues, but personal choice issues.

I am a Christian and I believe in the traditional view of marriage, and I believe that God created humans as male and female. This is a law of nature and of nature's God that no amount of surgery, medication, or makeup can alter. Chromosomes don't lie, no matter how much make-up you put on a person.

Passing this bill will subject me to religious persecution if I prefer not to subject myself or my family to people that announce this deviant lifestyle.

This bill is wrong. Please vote NO.

Regards,
Peter M
Fairbanks, AK

Jody Simpson

From: rachelr
Sent: Monday, April 10, 2017 8:42 AM
To: Jody Simpson
Subject: Oppose SB 72

To my Alaska senators:

Please vote NO on SB 72. This bill is wrong.

Sexual preferences should remain in the bedroom and should not be given any special treatment.

I should not be discriminated against if I and my children avoid a checkout line with a deep voiced male bearded cashier wearing full makeup and women's wig and clothing. The statistically deviant cross-dressing frightens children.

My son should not be discriminated against if he doesn't want to share a dressing room or toilet room with a girl.

My daughter should not be discriminated against if she doesn't want to share a dressing room or toilet room with a boy.

I should not be discriminated against because, as a women, I fear being in a restroom being shared by a man (dressing up as a woman). Allowing bathroom sharing will only increase Alaska's already very high rate of sexual assault.

People with traditional religious views should not have their rights violated and be forced to hire or otherwise make preference based on sexual orientation or lack of gender identity.

I believe I should be protected and not forced to accommodate another person's sexual preferences, which they should keep to themselves. I do not announce my sexual preferences, nor do I expect to receive special rights based upon my sexual preferences.

This should not be touted as a civil rights issue or a human rights issue. Race, religion, and gender (male and female) are civil rights issues. Sexual orientation/preference, fetish for cross dressing, and any other sexual fetish are not civil rights issues.

I am a Christian and I believe in the traditional view of marriage, and I believe that God created humans as male and female. This is a law of nature and of nature's God that no amount of surgery, medication, or makeup can alter. Chromosomes don't lie.

Passing this bill will subject me to religious persecution if I prefer not to subject myself or my family to people that announce this deviant lifestyle.

This bill is wrong. Please vote NO.

Regards,
Rachel M.

Jody Simpson



From: Marshall McCallie <tl
Sent: Monday, April 10, 2017 8:45 AM
To: Sen. David Wilson; Sen. Natasha Von Imhof; Senator.Cathy.Giesse@akleg.gov; Sen. Peter Micciche; Sen. Tom Begich
Subject: SB72 Bill

Dear Senators,

Please vote too **Oppose** SB72- Gender; Sexual Orientation. I do not discriminate against people and their life choices.

Concerned Fairbanks Resident,

MJ McCallie, Age 13

Jody Simpson

W

From: Bill Howard <wa
Sent: Monday, April 10, 2017 6:34 AM
To: Sen. David Wilson
Subject: Oppose SB72 Please

Follow Up Flag: Follow up
Flag Status: Completed

Dear Senator Wilson,

Please oppose SB72, which is an attack on the religious freedom of Alaskan Christians.

The Bible clearly teaches that homosexuality is an abomination to GOD. Moreover, the Bible clearly teaches that a man should behave like a man, and a woman should behave like a woman. It is a great sin against GOD to recognize homosexual and transgender "rights." If our government leaders continue to play with sin, it will be the destruction of our nation and our state.

Please demonstrate that you care about Alaska by voting against SB72. Thank you.

Bill Howard
Alternate Councilor, Alaska Local Section (ACS)
Associate Professor
Department of Chemistry & Biochemistry
University of Alaska Fairbanks
900 Yukon Drive
Fairbanks, AK 99775-6160
Phone: (
FAX: (9
Email:

Jody Simpson

W

From: tim zesiger <
Sent: Monday, April 10, 2017 6:51 AM
Subject: SB 72

Dear Senator

I would like to inform you that I am adamantly against SB72.

The passing of this bill opens the door for the destruction of long held family values. It removes equal rights, and creates special rights. I believe this will open businesses and non profits up to frivolous lawsuits that do nothing for equal rights.

The current protections offered under Alaska state law are adequate and already in place.

Thank you for your time and consideration.

Tim Zesiger

Sent from my iPhone

Jody Simpson

N

From: Elaine Hedden <t
Sent: Monday, April 10, 2017 7:19 AM
To: Sen. David Wilson
Subject: Oppose SB 72

Dear David,

I strongly oppose SP 72 because it's harmful for our society. I question where this moral decay will end. If you have time to research the organization AMBLA an acronym for American Man Boy Lovers Association, this is an organization that is trying to normalize pedophilia. This is not a joke and this is where SB 72 will eventually lead. I am going to strongly oppose SB 72, I recommend you mention this to the rest of the committee. Call, email me or text me if you have any questions.

Thanks,
Elaine Hedden
[907-](tel:907-)

Sent from my iPhone

Jody Simpson

N

From: David Duffett <David.Duffett@alaska.gov>
Sent: Monday, April 10, 2017 8:19 AM
To: Sen. David Wilson
Subject: Oppose SB72

Dear Senator,

I strongly ask you to oppose SB72. Just because a FEW can't come to terms with how God made them, doesn't mean the rest of us have to join their fantasy world and accept their stupidity and wickedness. Please vote NO

Bro. Dave Duffett

Bus Pastor

Bible Baptist Church

Fairbanks, Alaska

907-

Jody Simpson

y

From: Karen Karlen <
Sent: Monday, April 10, 2017 9:51 AM
Subject: Oppose SB72

Dear Senator & Senate Health & Social Services Committee,

I am asking that you oppose SB72. Every Alaskan and every American has fundamental freedoms already.

Thank you.

Karen Karlen
Fairbanks, Alaska

3-29-17 jes
Sen Gardner office

Ministerial exception, grounded in Religion Clauses of the First Amendment, operates as an affirmative defense to an otherwise cognizable claim, not a jurisdictional bar; issue presented by the exception is whether the allegations the plaintiff makes entitle him to relief, not whether the court has power to hear the case; abrogating *Hollins v. Methodist Healthcare, Inc.*, 474 F.3d 223 and *Tomic v. Catholic Diocese of Peoria*, 442 F.3d 1036. U.S.C.A. Const.Amend. 1.

13 Cases that cite this headnote

West Codenotes

Limited on Constitutional Grounds

42 U.S.C.A. § 12112; Mich. Comp. Laws Ann. § 37.1602.

****695 Syllabus***

Petitioner **Hosanna-Tabor Evangelical Lutheran Church and School** is a member congregation of the **Lutheran Church-Missouri Synod**. The Synod classifies its school teachers into two categories: “called” and “lay.” “Called” teachers are regarded as having been called to their vocation by God. To be eligible to be considered “called,” a teacher must complete certain academic requirements, including a course of theological study. Once called, a teacher receives the formal title “Minister of Religion, Commissioned.” ****696** “Lay” teachers, by contrast, are not required to be trained by the Synod or even to be **Lutheran**. Although lay and called teachers at **Hosanna-Tabor** generally performed the same duties, lay teachers were hired only when called teachers were unavailable.

After respondent Cheryl Perich completed the required training, **Hosanna-Tabor** asked her to become a called teacher. Perich accepted the call and was designated a commissioned minister. In addition to teaching secular subjects, Perich taught a religion class, led her students in daily prayer and devotional exercises, and took her students to a weekly school-wide chapel service. Perich led the chapel service herself about twice a year.

Perich developed **narcolepsy** and began the 2004–2005 school year on disability leave. In January 2005, she notified the school principal that she would be able to report to work in February. The principal responded that the school had already contracted with a lay teacher to fill Perich’s position for the remainder of the school year. The principal also expressed concern that Perich was not yet ready to return to the classroom. The congregation subsequently offered to pay a portion of Perich’s health insurance premiums in exchange for her resignation as a called teacher. Perich refused to resign. In February, Perich presented herself at the school and refused to leave until she received written documentation that she had reported to work. The principal later called Perich and told her that she would likely be fired. Perich responded that she had spoken with an attorney and intended to assert her legal rights. In a subsequent letter, the chairman of the school board advised Perich that the congregation would consider whether to rescind her call at its next meeting. As grounds for termination, the letter cited Perich’s “insubordination and disruptive behavior,” as well as the damage she had done to her “working relationship” with the school by “threatening to take legal action.” The congregation voted to rescind Perich’s call, and **Hosanna-Tabor** sent her a letter of termination.

Perich filed a charge with the Equal Employment Opportunity Commission, claiming that her employment had been terminated in violation of the Americans with Disabilities Act. The **EEOC** brought suit against **Hosanna-Tabor**, alleging that Perich had been fired in retaliation for threatening to file an ADA lawsuit. Perich intervened in the litigation. Invoking what is known as the “ministerial exception,” **Hosanna-Tabor** argued that the suit was barred by the First Amendment because the claims concerned the employment relationship between a religious institution and one of its ministers. The District Court agreed and granted summary judgment in **Hosanna-Tabor’s** favor. The Sixth Circuit vacated and remanded. It recognized the existence of a ministerial exception rooted in the First Amendment, but concluded that Perich did not qualify as a “minister” under the exception.

Held:

1. The Establishment and Free Exercise Clauses of the First Amendment bar suits brought on behalf of ministers against their **churches**, claiming termination in violation of employment discrimination laws. Pp. 702 – 707.

(a) The First Amendment provides, in part, that “Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof.” Familiar with life under the established **Church** of England, the founding generation sought to foreclose the possibility of a national **church**. By forbidding the “establishment of religion” and guaranteeing the “free exercise thereof,” the Religion Clauses **697 ensured that the new Federal Government—unlike the English Crown—would have no role in filling ecclesiastical offices. Pp. 702 – 704.

(b) This Court first considered the issue of government interference with a **church’s** ability to select its own ministers in the context of disputes over **church** property. This Court’s decisions in that area confirm that it is impermissible for the government to contradict a **church’s** determination of who can act as its ministers. See *Watson v. Jones*, 13 Wall. 679, 20 L.Ed. 666; *Kedroff v. Saint Nicholas Cathedral of Russian Orthodox Church in North America*, 344 U.S. 94, 73 S.Ct. 143, 97 L.Ed. 120; *Serbian Eastern Orthodox Diocese for United States and Canada v. Milivojevich*, 426 U.S. 696, 96 S.Ct. 2372, 49 L.Ed.2d 151. Pp. 704 – 705.

(c) Since the passage of Title VII of the Civil Rights Act of 1964 and other employment discrimination laws, the Courts of Appeals have uniformly recognized the existence of a “ministerial exception,” grounded in the First Amendment, that precludes application of such legislation to claims concerning the employment relationship between a religious institution and its ministers. The Court agrees that there is such a ministerial exception. Requiring a **church** to accept or retain an unwanted minister, or punishing a **church** for failing to do so, intrudes upon more than a mere employment decision. Such action interferes with the internal governance of the **church**, depriving the **church** of control over the selection of those who will personify its beliefs. By imposing an unwanted minister, the state infringes the Free Exercise Clause, which protects a religious group’s right to shape its own faith and mission through its appointments. According the state the power to determine which individuals will minister to the faithful also violates the Establishment Clause, which prohibits government involvement in such ecclesiastical decisions.

The EEOC and Perich contend that religious organizations can defend against employment discrimination claims by invoking their First Amendment right to freedom of association. They thus see no need—and no basis—for a special rule for ministers grounded in the Religion Clauses themselves. Their position, however, is hard to square with the text of the First Amendment itself, which gives special solicitude to the rights of religious organizations. The Court cannot accept the remarkable view that the Religion Clauses have nothing to say about a religious organization’s freedom to select its own ministers.

The EEOC and Perich also contend that *Employment Div., Dept. of Human Resources of Ore. v. Smith*, 494 U.S. 872, 110 S.Ct. 1595, 108 L.Ed.2d 876, precludes recognition of a ministerial exception. But *Smith* involved government regulation of only outward physical acts. The present case, in contrast, concerns government interference with an internal **church** decision that affects the faith and mission of the **church** itself. Pp. 705 – 707.

2. Because Perich was a minister within the meaning of the ministerial exception, the First Amendment requires dismissal of this employment discrimination suit against her religious employer. Pp. 707 – 710.

(a) The ministerial exception is not limited to the head of a religious congregation. The Court, however, does not adopt a rigid formula for deciding when an employee qualifies as a minister. Here, it is enough to conclude that the exception covers Perich, given all the circumstances of her employment. *Hosanna-Tabor* held her out as a minister, with a role distinct from that of most of its members. That **698 title represented a significant degree of religious training followed by a formal process of commissioning. Perich also held herself out as a minister by, for example, accepting the formal call to religious service. And her job duties reflected a role in conveying the **Church’s** message and carrying out its mission: As a source of religious instruction, Perich played an important part in transmitting the **Lutheran** faith.

In concluding that Perich was not a minister under the exception, the Sixth Circuit committed three errors. First, it failed to see any relevance in the fact that Perich was a commissioned minister. Although such a title, by itself, does

not automatically ensure coverage, the fact that an employee has been ordained or commissioned as a minister is surely relevant, as is the fact that significant religious training and a recognized religious mission underlie the description of the employee's position. Second, the Sixth Circuit gave too much weight to the fact that lay teachers at the school performed the same religious duties as Perich. Though relevant, it cannot be dispositive that others not formally recognized as ministers by the **church** perform the same functions—particularly when, as here, they did so only because commissioned ministers were unavailable. Third, the Sixth Circuit placed too much emphasis on Perich's performance of secular duties. Although the amount of time an employee spends on particular activities is relevant in assessing that employee's status, that factor cannot be considered in isolation, without regard to the other considerations discussed above. Pp. 707 – 710.

(b) Because Perich was a minister for purposes of the exception, this suit must be dismissed. An order reinstating Perich as a called teacher would have plainly violated the **Church's** freedom under the Religion Clauses to select its own ministers. Though Perich no longer seeks reinstatement, she continues to seek frontpay, backpay, compensatory and punitive damages, and attorney's fees. An award of such relief would operate as a penalty on the **Church** for terminating an unwanted minister, and would be no less prohibited by the First Amendment than an order overturning the termination. Such relief would depend on a determination that **Hosanna-Tabor** was wrong to have relieved Perich of her position, and it is precisely such a ruling that is barred by the ministerial exception.

Submitted: ASSEMBLY MEMBER EVANS
Prepared by: Assembly Member Evans
For reading: August 25, 2015

ANCHORAGE, ALASKA
AO No. 2015-

AN ORDINANCE OF THE ANCHORAGE MUNICIPAL ASSEMBLY AMENDING TITLE 5 OF THE ANCHORAGE MUNICIPAL CODE REGARDING EQUAL RIGHTS AND THE ANCHORAGE EQUAL RIGHTS COMMISSION (AERC) TO ADD SEXUAL ORIENTATION AND GENDER IDENTITY TO THE PROHIBITED GROUNDS FOR DISCRIMINATION, TO EXPAND AND CLARIFY THE RELIGIOUS EXEMPTIONS, AND TO MODIFY THE LAWYER'S ROLE AND AN EVIDENTIARY RULE AT AERC HEARINGS.

THE ANCHORAGE ASSEMBLY ORDAINS:

Section 1. Anchorage Municipal Code section 5.10.010 is hereby amended to read as follows:

5.10.010 Policy.

The public policy of the municipality is declared to be equal opportunity for all persons. The assembly finds that invidious discrimination in the sale or rental of real property, financing practices, employment practices, public accommodations, educational institutions, and practices of the municipality, based upon race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, age, or physical or mental disability, adversely affects the welfare of the community. Accordingly, such discrimination is prohibited.

It is the express intent of this title to guarantee fair and equal treatment under law to all people of the Municipality, consistent with federal and state constitutional freedoms and laws, including freedom of expression, freedom of association and the free exercise of religion.

(AO No. 92-116(S); AO No. 93-99; AO No. 93-149, § 1, 10-15-93; Ord. No. 2002-163, § 1, 1-7-03)

Section 2. Anchorage Municipal Code section 5.20.010, Definitions, is hereby amended to read as follows (*the remainder of the section is not affected and therefore not set out*):

5.20.010 Definitions.

The following words, terms and phrases, when used in this title, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

1 *** *** ***

2 *Blockbusting* means any effort, for profit, to induce or attempt to induce a
3 person to sell or rent a dwelling based on representations that a change
4 has occurred, or will or may occur regarding the entry into a block,
5 neighborhood or area, in which the real property is located, of a person or
6 persons of a particular race, color, sex, sexual orientation, gender identity,
7 religion, national origin, marital status, age, or physical or mental disability,
8 including but not limited to lower property values, an increase in criminal or
9 antisocial behavior or decline in the quality of the schools or other facilities.

10 *** *** ***

11 *Discrimination* means any direct or indirect act or practice of exclusion,
12 distinction, restriction, segregation, limitation, refusal or denial or any other
13 act or practice of differentiation or preference in the treatment of a person
14 because of actual or perceived race, color, religion, national origin, age,
15 sex, sexual orientation, gender identity, marital status, or physical or mental
16 disability, or the aiding, abetting, inciting, coercing or compelling thereof.

17 *** *** ***

18 *Gender Identity* means a person's gender-related self-identity, appearance,
19 expression or behavior, regardless of the person's assigned sex at birth.

20 *Sexual orientation* means actual or perceived heterosexuality,
21 homosexuality, bisexuality, or asexuality.

22
23
24
25
26 (AO No. 92-116(S); AO No. 93-99; AO No. 93-149, § 2, 10-15-93; AO No. 96-99, §
27 1, 10-22-96; Ord. No. 2002-163, § 2, 1-7-03)

28
29 **Section 3.** Anchorage Municipal Code section 5.20.020 is hereby amended to
30 read as follows (*the remainder of the section is not affected and therefore not set*
31 *out*):

32
33 **5.20.020 Unlawful practices in the sale, rental or use of real**
34 **property.**

35
36 A. With the exception of those conditions described in section
37 5.25.030A. as "lawful practices", [i]it is unlawful for the owner, lessor,
38 manager, agent, brokerage service, or other person having the right
39 to sell, lease, rent, advertise, or an owner's association having the
40 powers of governance and operation of real property to:

- 41
42 1. Refuse to sell, lease or rent, or to otherwise make
43 unavailable, the real property to a person because of race,
44 color, sex, sexual orientation, gender identity, religion,

- 1 national origin, marital status, age, or physical or mental
2 disability.
- 3
- 4 2. Discriminate against a person because of race, color, sex,
5 sexual orientation, gender identity, religion, national origin,
6 marital status, age, or physical or mental disability in a term,
7 condition or privilege relating to the use, sale, lease or rental
8 of real property.
- 9
- 10 3. Make a written or oral inquiry or record of the race, color, sex,
11 sexual orientation, gender identity, religion, national origin,
12 marital status, age, or physical or mental disability of a person
13 seeking to buy, lease or rent real property.
- 14
- 15 4. Offer, solicit, accept, use or retain a listing of real property
16 with the understanding that a person may be discriminated
17 against in a real estate transaction or in the furnishing of
18 facilities or sources in connection therewith because of a
19 person's race, color, sex, sexual orientation, gender identity,
20 religion, national origin, marital status, age, or physical or
21 mental disability.
- 22
- 23 5. Represent to a person that real property is not available for
24 inspection, sale, rental or lease when in fact it is available, or
25 refuse a person the right to inspect real property, because of
26 the race, color, sex, sexual orientation, gender identity,
27 religion, national origin, marital status, age, or physical or
28 mental disability of that person or because of any person
29 associated with that person.
- 30
- 31 6. Engage in blockbusting for profit.
- 32
- 33 7. Circulate, issue or display, make, print or publish, or cause to
34 be made or displayed, printed or published, any
35 communication, sign, notice, statement or advertisement with
36 respect to the use, sale, lease or rental of real property that
37 indicates any preference, limitation, specification or
38 discrimination based on race, color, sex, sexual orientation,
39 gender identity, religion, national origin, marital status, age, or
40 physical or mental disability.
- 41

*** **

(CAC 8.36.090; AO No. 93-149, § 2, 10-15-93; AO No. 2002-163, § 3, 1-7-03; AO
No. 2008-16, § 1, 3-18-08)

1
2 **Section 4.** Anchorage Municipal Code section 5.20.030 is hereby amended to
3 read as follows (*the remainder of the section is not affected and therefore not set*
4 *out*):

5
6 **5.20.030 Unlawful financing practices.**

7
8 A. It is unlawful for an insurance company, a financial institution or other
9 commercial institution extending secured or unsecured credit, upon
10 receiving an application for financial assistance or credit for the
11 acquisition, construction, rehabilitation, repair or maintenance of a
12 housing accommodation or other property or services, or the
13 acquisition or improvement of unimproved property, or upon
14 receiving an application for any sort of loan of money, or upon
15 receiving an application for insurance, to permit one of its officials or
16 employees during the execution of his or her duties to:

- 17
18 1. Discriminate against the applicant because of race, color, sex,
19 sexual orientation, gender identity, religion, national origin,
20 marital status, age, or physical or mental disability, in a term,
21 condition or privilege relating to the obtainment or use of the
22 institution's financial assistance, insurance or credit.
23
24 2. Make or cause to be made a written or oral inquiry or record
25 of the race, color, sex, sexual orientation, gender identity,
26 religion, national origin, marital status, age, or physical or
27 mental disability, of a person seeking the institution's financial
28 assistance, insurance or credit unless the inquiry is for the
29 purpose of ascertaining the applicant's creditworthiness or
30 insurability.
31
32 3. Refuse to extend credit, issue a credit card, insure or make a
33 loan to a single, divorced, pregnant or married person who is
34 otherwise creditworthy, if so requested by the person, or to
35 refuse to extend credit, issue a credit card, insure or make a
36 loan to a creditworthy person based on that person's sexual
37 orientation or gender identity.

38 *** **

39
40 (CAC 8.38.020; AO No. 93-149, § 2, 10-15-93; AO No. 2002-163, § 3, 1-7-03)

41
42 **Section 5.** Anchorage Municipal Code section 5.20.040 is hereby amended to
43 read as follows (*the remainder of the section is not affected and therefore not set*
44 *out*):

5.20.040 Unlawful employment practices.

A. It is unlawful for:

1. An employer to refuse employment to a person, or to bar him or her from employment, or to discriminate against him or her in compensation, or in a term, condition or privilege of employment or to discharge, expel, reduce, suspend or demote him or her because of race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, age, or physical or mental disability, unless the reason for the discrimination is a bona fide occupational qualification.
2. A labor organization to exclude or to expel a person from its membership or to discriminate against one of its members or an employer or employee because of race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, age, or physical or mental disability.
3. A person, employer or employment agency to broadcast, publish, print, circulate or cause to be broadcasted, published, printed or circulated a statement or advertisement in connection with prospective employment, or to use a form of application for employment that expresses, directly or indirectly, a limitation, specification, preference or discrimination as to race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, age, or physical or mental disability.

*** *** ***

(CAC 8.40.040; AO No. 92-116(S); AO No. 93-99; AO No. 93-77; AO No. 93-149, § 2, 10-15-93; AO No. 2002-163, § 3, 1-7-03)

Section 6. Anchorage Municipal Code section 5.20.050 is hereby amended to read as follows:

5.20.050 Unlawful practices in places of public accommodation.

A. It is unlawful for a person, whether the owner, operator, agent or employee of an owner or operator of a public accommodation, to:

1. Refuse, withhold from or deny to a person any of its accommodations, advantages, facilities, benefits, privileges, services or goods of that place on account of race, color, sex,

1 sexual orientation, gender identity, religion, national origin,
2 marital status, age or physical or mental disability.

3
4 2. Publish, circulate, issue, display, post or mail a written or
5 printed communication, notice or advertisement which states
6 or implies that:

7
8 a. Any of the services, goods, facilities, benefits,
9 accommodations, advantages or privileges of the
10 public accommodation will be refused, withheld from or
11 denied to a person of a certain race, color, sex, sexual
12 orientation, gender identity, religion, national origin,
13 marital status, age, or physical or mental disability; or

14
15 b. The patronage or presence of a person belonging to a
16 particular race, color, sex, sexual orientation, gender
17 identity, religion, national origin, marital status, age, or
18 physical or mental disability is unwelcome, not desired,
19 not solicited, objectionable or unacceptable.

20
21 3. Make a written or oral inquiry concerning the race, color, sex,
22 sexual orientation, gender identity, religion, national origin,
23 marital status, age, or physical or mental disability of an
24 individual in connection with the solicitation, reservation,
25 booking, sale or dispensing of its accommodations,
26 advantages, facilities, benefits, privileges, services or goods.

27
28 (CAC 8.40.020; AO No. 93-149, § 2, 10-15-93; AO No. 2002-163, § 3, 1-7-
29 03)

30
31 **Section 7.** Anchorage Municipal Code section 5.20.060 is hereby amended to
32 read as follows:

33
34 **5.20.060 Unlawful practices in educational institutions.**

35
36 A. It is unlawful for a person operating or assisting in the operation of an
37 educational institution to:

38
39 1. Refuse to admit or otherwise to discriminate against an
40 individual with respect to the terms, conditions,
41 accommodations, advantages, facilities, benefits, privileges or
42 services of that institution on account of race, color, sex,
43 sexual orientation, gender identity, religion, national origin,
44 marital status, age, or physical or mental disability.

45

- 1 2. Make or use a written or oral inquiry or form of application for
2 admission that elicits information concerning the race, color,
3 sex, sexual orientation, gender identity, religion, national
4 origin, marital status, age, or physical or mental disability, of
5 an applicant for admission.
6
- 7 3. Require or cause to be required that a photograph of an
8 applicant for admission be submitted with an application for
9 admission.
10
- 11 4. Publish, circulate or display, or cause to be published,
12 circulated or displayed, a written, printed, oral or visual
13 communication, advertisement or catalog or any other form of
14 publicity relating to admission that expresses or indicates a
15 preference, limitation, specification or discrimination on
16 account of the race, color, sex, sexual orientation, gender
17 identity, religion, national origin, marital status, age, or
18 physical or mental disability, of an applicant for admission.
19
- 20 5. Establish, announce or follow a policy of denial or limitation of
21 education opportunities for members of a group on account of
22 race, color, sex, sexual orientation, gender identity, religion,
23 national origin, marital status, age, or physical or mental
24 disability.
25
- 26 6. Use in the recruitment of potential applicants for admission, a
27 service or agency that discriminates against individuals on
28 account of race, color, sex, sexual orientation, gender identity,
29 religion, national origin, marital status, age, or physical or
30 mental disability.
31

32 (CAC 8.40.030; AO No. 93-149, § 2, 10-15-93; AO No. 2002-163, § 4, 1-7-
33 03)

34
35 **Section 8.** Anchorage Municipal Code section 5.20.070 is hereby amended to
36 read as follows:
37

38 **5.20.070 Unlawful practices by municipality.**

- 39
- 40 A. It is unlawful for the municipality or any public agency of the
41 municipality to:
- 42
- 43 1. Refuse, withhold from or deny to a person any local, state or
44 federal funds, services, goods, facilities, advantages or
45 privileges because of race, color, sex, sexual orientation,

1 gender identity, religion, national origin, marital status, age, or
2 physical or mental disability.

- 3
4 2. Publish, circulate, issue, display, post or mail a written or
5 printed communication, notice or advertisement which states
6 or implies that any local, state or federal funds, services,
7 goods, facilities, advantages or privileges of the office or
8 agency will be refused, withheld from or denied to a person of
9 a certain race, color, sex, sexual orientation, gender identity,
10 religion, national origin, marital status, age, or physical or
11 mental disability, or that the patronage of a person belonging
12 to a particular race, color, sex, sexual orientation, gender
13 identity, religion, national origin, marital status, age, or
14 physical or mental disability is unwelcome, not desired or not
15 solicited.

16
17 B. Where the provisions of this section 5.20.070 conflict with provisions
18 of Title 7 of this code, this section 5.20.070 shall govern.

19
20 (AO No. 91-173(S); AO No. 92-116(S); AO No. 93-99; AO No. 93-149, § 2, 10-15-
21 93; AO No. 2002-163, § 5, 1-7-03)

22
23 **Section 9.** Anchorage Municipal Code section 5.20.080 is hereby amended to
24 read as follows:

25
26 **5.20.80 Lawful practices.**

27
28 A. Notwithstanding any provision of this chapter, it shall not be unlawful
29 for a person in connection with the sale or rental of real property,
30 financing practices, employment practices, public accommodations,
31 educational institutions, and practices of the municipality to make or
32 keep records identifying race, color, sex, sexual orientation, gender
33 identity, religion, national origin, marital status, age, or physical or
34 mental disability, if the purpose of the record is to comply with federal
35 or state equal opportunity laws or regulations or in furtherance of a
36 program designed to ensure compliance with this title.

37
38 B. Other provisions of this chapter notwithstanding, employers or
39 operators of public accommodations may:

- 40
41 1. Maintain and enforce gender-segregated restrooms, locker-
42 rooms or dressing rooms, and require persons to use facilities
43 appropriate to their gender presentation, and nothing in this
44 chapter shall be deemed to require the provision of special

1 facilities to accommodate any person(s) based upon sexual
2 orientation or gender identity.

3
4 2. Impose reasonable dress codes, work rules, codes of
5 conduct, or other rules of general application, and nothing in
6 this chapter shall be deemed to require special
7 accommodation for persons based upon sexual orientation or
8 gender identity.

9
10 3. Require that a worker have a consistent gender presentation
11 in the workplace.

12
13 (AO No. 93-149, § 2, 10-15-93; AO No. 2002-163, § 7, 1-7-03)

14
15 **Section 10.** Anchorage Municipal Code section 5.20.090 is hereby amended to
16 read as follows:

17
18 **5.20.090 Religious exemptions.**

19
20 A. Religious-Preference Exception: It shall be lawful for a bona fide
21 religious or denominational institution, organization, corporation,
22 association, educational institution, or society, to limit, select or give
23 preferential treatment in employment, admissions, accommodations,
24 advantages, facilities, benefits, or services, to persons of the same
25 religion or denomination, that is reasonably calculated to promote the
26 religious principles for which it is established or maintained[.], and
27 this title shall not be interpreted or applied to require such an
28 organization to act in violation of the religious principles for which it is
29 established or maintained. Such organizations otherwise remain
30 subject to the other provisions in this title with regard to race, color,
31 sex, sexual orientation, gender identity, religion, national origin,
32 marital status, age, or physical or mental disability.

33
34 B. Ministerial exemption: This chapter shall not apply with respect to the
35 employment of individuals whose primary duties consist of teaching
36 or spreading religious doctrine or belief, religious governance,
37 supervision of a religious order, supervision of persons teaching or
38 spreading religious doctrine or belief, or supervision or participation
39 in religious ritual or worship.

40
41 C. Religious conscience exemption: Except as a condition of a pre-
42 existing employment or contractual relationship, no person, employer
43 or operator of a public accommodation shall be compelled to make
44 any communication in support of, or be compelled to appear at any
45 ceremony, ritual, or observance that is in conflict with a sincerely

1 held and demonstrable religious belief of that person, employer or
2 operator.

3
4 (AO No. 92-116(S); AO No. 93-99; AO No. 2002-163, § 4, 1-7-03)

5
6 **Section 11.** Anchorage Municipal Code section 5.50.020, is hereby amended to
7 read as follows (*the remainder of the section is not affected and therefore not set*
8 *out*):

9
10 **5.50.020 Fact finding procedures.**

11
12 A. After a complaint has been filed, staff shall convene a fact finding
13 conference with the parties to define issues, receive and exchange
14 information relevant to the complaint and response, if any, and
15 negotiate a voluntary resolution of the complaint, if possible, through
16 a pre-determination settlement agreement. Parties shall be
17 permitted to be fully represented by legal counsel at the fact finding
18 conference. Legal counsel shall be entitled to speak and present on
19 behalf of the represented party at the fact finding conference. Legal
20 counsel may not, however, cross-examine the other party and must
21 submit any questions through staff.

22
23 *** *** ***

24 D. (Reserved) [IF COUNSEL FOR ANY PARTY IS PRESENT,
25 COUNSEL SHALL BE LIMITED TO AN ADVISORY ROLE AND
26 WILL NOT BE PERMITTED TO SPEAK FOR THEIR CLIENT. FOR
27 QUESTIONING PURPOSES, COUNSEL MAY ASK QUESTIONS
28 ONLY THROUGH STAFF.]

29
30 *** *** ***

31 (AR No. 92-223(S); AR No. 96-174, § 3, 10-22-96; AO No. 2002-163, § 15,
32 1-7-03)

33
34 **Section 12.** Anchorage Municipal Code section 5.50.030, is hereby amended to
35 read as follows (*the remainder of the section is not affected and therefore not set*
36 *out*):

37
38 **5.50.030 Effect of failure to furnish responses to requests for**
39 **essential information or produce witnesses or attend fact**
40 **finding conference.**

41
42 *** *** ***

43 B. The Respondent's failure to participate in the fact-finding conference
44 or to provide requested information cannot be treated as an
45 admission or evidence of the allegations in the complaint. In order

Introduced by: Council Member Herman
Date: October 27, 2015
Public Hearing: November 10, 2015
Action: Passed
Vote: 7-0

CITY OF BETHEL, ALASKA

Ordinance #15-33

AN ORDINANCE AMENDING BETHEL MUNICIPAL CODE CHAPTER 3.64, PERSONNEL RULES AND REGULATIONS, SPECIAL PROVISIONS

NOW, THEREFORE BE IT ORDAINED, that the City of Bethel authorizes a change to the Bethel Municipal Code as described herein.

SECTION 1. Classification. This ordinance is of a general and permanent nature and shall become a part of the Bethel Municipal Code.

SECTION 2. Amendment. The Bethel Municipal Code is to be amended as follows (new language is underlined and old language is stricken).

Chapter 3.64 Special Provisions

Sections:

- 3.64.010 Benefits.
- 3.64.020 Outside employment.
- 3.64.030 Unlawful acts prohibited.
- 3.64.040 Gifts and gratuities.
- 3.64.050 Employment of immediate family members.
- 3.64.060 Political activity.
- 3.64.070 Safety program.
- 3.64.080 Drug testing.

3.64.010 Benefits.

A. Insurance Benefits. The city will provide full-time employees who are normally scheduled to work thirty (30) or more hours a week with group medical, dental, vision, life and long-term disability insurance benefits in accordance with the terms of the applicable plan documents; provided, however, that employees subject to written employment agreements may have different benefits specified. Seasonal employees and part-time employees shall not be eligible for health, dental, long-term disability and life insurance benefits.

B. Other Benefits.

Introduced by: Council Member Herman
Date: October 27, 2015
Public Hearing: November 10, 2015
Action: Passed
Vote: 7-0

1. Utility Benefit. Full-time and part-time employees shall receive water, sewer, and garbage services from the city for a fee of seventy-five dollars (\$75) per month; provided, however, that employees subject to written employment agreements may have different benefits specified. Water and sewer services shall be provided on the established delivery schedule, up to a maximum of twice a week. The maximum amount of water that shall be provided is one thousand five hundred (1,500) gallons per week. Seasonal employees, and employees who reside in multifamily dwellings with shared water and sewer tanks, shall not be eligible for this benefit.

2. Suspension. All employees must complete an application to receive the utility benefits. It must then be approved by the city manager. Any employee who fails to notify the utility service department to disconnect services within one (1) week after they change residences may be denied the utility benefit in the future.

C. Deposit. Employees are not required to pay the established deposit for utility services. When the employee no longer works for the city, the employee shall not receive the benefits provided for in this section.

D. The employer shall continue the deferred compensation program to be funded entirely by employee contributions.

3.64.020 Outside employment.

A. No employee shall be employed by or engage in work for an employer other than the city, including but not limited to self-employment, during the employee's work hours.

B. Any employee intending to do business with the city shall notify the city manager in writing of the proposal to do business at the time of his or her application or proposal to the city. The city manager may recommend for or against the application, but in no case shall the city manager authorize an employee to do business with the city if doing so would constitute a conflict of interest.

3.64.030 Unlawful acts prohibited.

A. No employee shall ~~wilfully~~ willfully or corruptly make any false statement, certificate, mark, rating or report in regard to any test, certification, or appointment held or made, or in any manner commit or attempt to commit any

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fraud with respect to reports, paperwork, or other duties that are required of the employee under this title, city rules, policies or procedures, or federal, state, or local laws.

B. No person seeking appointment to, or promotion in, the city service shall either directly or indirectly give, promise, render or pay any money, service or other valuable thing to any person for, or on account of, or in connection with his or her test, appointment, proposed appointment, promotion or proposed promotion.

C. No employee of the city, examiner or other person shall defeat, deceive or obstruct any person in his or her right to examinations, eligibility certification or appointment under these rules, or furnish to any person any special or secret information for the purpose of affecting the rights or prospects of any person with respect to employment in the city service.

D. Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline or any other aspects of personnel administration because of ~~political or religious opinions or affiliations or because of race, color, creed, sex, religion, national origin or ancestry, age and disability, except where physical requirements constitute a bona fide occupational qualification necessary to proper and efficient administration, is prohibited.~~ race, national origin, color, age, creed, religion, sex, sexual orientation, gender identity, political affiliation, marital status, ancestry, disability, or status as a disabled veteran, is strictly prohibited.

3.64.040 Gifts and gratuities.

It is the responsibility of each city employee to remain free from indebtedness or favors which could tend to create a conflict of interest on the part of such employee. If an employee is tendered or offered a gift or gratuity under circumstances which could reasonably be construed to create the appearance of a conflict of interest, the employee shall immediately report such offer to the city manager. Any employee who knowingly accepts any gift or gratuity without the prior approval of the city manager in violation of this section may be subject to discipline.

3.64.050 Employment of immediate family members.

A. No person may be employed in any position who is an immediate family member of the city manager or human resources director.

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- B. No person may serve in a supervisory capacity over a member of the employee's immediate family.
- C. No person may be hired as a management employee as defined by BMC 3.12.070 who is an immediate family member of a member of the city council.
- D. No person may be hired, transferred, or otherwise put into a position to be a direct supervisor or direct report of an immediate family member.
- E. If two (2) employees marry or otherwise become related, as defined by immediate family member, neither of the employees will be allowed to hold supervisory authority over the other one (1).
- F. The city may, at any time, correct appointments and continued employment prohibited in this section by transfer, layoff, demotion or termination of employment.
 - 1. In doing so, the city manager shall take such corrective action which has the least adverse impact on the employees necessary to cure the prohibited appointment or continued employment, provided such corrective action shall always be in the best interests of the city.

3.64.060 Political activity.

- A. An employee who is elected as a member of the Bethel city council or to a state or national elected political office shall immediately resign from city employment. In this section, "elected" means the status of a candidate upon certification of a local election or at the time the candidate is sworn into a state or national office following an election.
- B. It is not an incompatible office for a city councilmember to serve simultaneously as a councilmember and in a volunteer public safety position. For purposes of this section a city councilmember serving as a public safety volunteer is not a city employee.
- C. It is not a conflict of interest to serve as a councilmember addressing public safety issues and as a public safety volunteer.

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3.64.070 Safety program.

A. Safety rules, policies and procedures of the city, which the city may modify from time to time, are incorporated by reference and made part of this chapter. All employees must at all times comply with such safety rules, policies and procedures. Any employee who is injured on the job must make an immediate report to the personnel office, no matter how slight the injury. Failure of employees to follow safety rules, including the immediate reporting of injuries, may result in discipline, up to and including dismissal.

B. The city shall provide all devices, apparel or equipment necessary for an employee's safety in accordance with applicable laws. Additionally, the city shall provide special tools, equipment, clothing and uniforms it deems necessary to accomplish work assignments. All items provided to employees in accordance with this section are property of the city and shall be returned in good working order upon separation from city service.

3.64.080 Drug testing.

Employees of the city required to be tested for alcohol and drugs under any applicable federal or state law or regulation shall be tested by the city as required by law or regulation or in accordance with any written drug testing policy adopted by the city and approved by the city council.

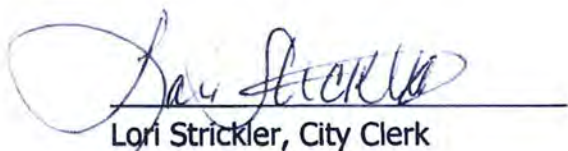
SECTION 4. Effective Date. This ordinance shall become effective upon passage by the City Council.

ENACTED THIS 10 DAY OF NOVEMBER 2015, BY A VOTE OF 7 IN FAVOR AND 0 OPPOSED.



Richard Robb, Mayor

ATTEST:



Lori Strickler, City Clerk

City of Bethel, Alaska

Ordinance #15-33