KNOW YOUR RIGHTS

PROTECT
TRANS
KIDS

BY QUEER YOUTH, FOR QUEER YOUTH
INTRODUCTION

We at Queer Youth Assemble believe that it's critical for us as queer youth and queer people to understand what rights we have protecting our dignities, livelihoods, and communities.

To ensure this, we've put together this guide, which details rights related to discrimination, employment, and housing, and offers further resources for folks to look at their own state's policies or find information on updating legal documents during transition.
DISCRIMINATION

There is no federal law that protects you from discrimination on the basis of sexual orientation or gender identity in the workplace, although you may be protected by local/state laws.

The First Amendment means it is illegal for your school to “out” you without your consent and you have the right to express yourself while at school (whether that be through transition or through bringing a same-sex partner to a school dance, it does not matter.)

You are protected from discrimination on the basis of sex in schools (sometimes gender identity and/or sexual orientation too depending on your state/locality) under Title IX of the 1972 Education Amendments.
DISCRIMINATION

You might have the right to use the bathroom you identify with if you are transgender, depending on your state/locality. On a federal level, this is unclear.

You do not need to provide medical documentation to change/create the gender documentation on your U.S. passport. You are not legally obligated to have the same gender/sex across all of your documents. You do not need medical documentation to update your passport, and transgender children can get passports of the gender they choose.

It is largely illegal discrimination for health insurance plans to refuse to cover medically necessary transition related care.
EMPLOYMENT

You are protected from discrimination on the basis of sex (sometimes gender identity and/or sexual orientation too) in the workplace if your employer has 15+ employees under Title VII of the 1964 Civil Rights Act.

Under federal law, it is legal to fire, refuse to hire, harass, or discriminate against you on the basis of gender identity, transition, or trans status. This is made definitive by Supreme Court ruling of Bostock v. Clayton County. Depending on your local area, there may also be laws prohibiting job discrimination on the basis of gender identity and expression.
As a trans employee you have the right:

- Not to be fired or refused a job or promotion because you are transgender.
- To safe and adequate access to restrooms and other facilities consistent with your gender identity.
- To choose to be out and not to beouted.
- To be treated with respect and not to be harassed.
- To transition at work.
- To dress according to your gender identity.
- To be called by your chosen name and gender-appropriate pronouns.
- To privacy concerning your transgender status and medical information.
- To have your employee records fully updated.
- To the health insurance coverage offered by your agency in your location.
- To appeal denials of medically necessary care.
- For your insurance records and cards to reflect your gender.
- To coverage of medical exams and screenings regardless of your gender.
It is illegal for a housing provider to do any of the following because you are transgender, or because you are perceived as not conforming to gender stereotypes:

- Refuse to admit you to a homeless shelter
- Tell you housing is unavailable when it is available
- Set different terms, conditions, or privileges for sale or rental of a dwelling
- Provide different housing services or facilities
- Deny you a mortgage loan, or impose different terms or conditions on a mortgage loan
- Deny you property insurance
- Conduct property appraisals in a discriminatory manner
- Harass, coerce, intimidate, or interfere with you exercising your fair housing rights
Under the federal fair housing law, the prohibition of sex discrimination in housing can protect queer individuals, and covers housing rentals, house sales, residential service programs, and temporary shelters. Some states have legislation that prohibits housing discrimination for queer people as well.

Federal law protects LGBT families from discrimination in all federally-funded housing and federally-insured mortgage lending. This does not protect LGBT families in private rental and home sales, though state or local laws may.
FURTHER RESOURCES

- General Rights
- Policy Map
- Documents
- Healthcare
- General Employment
- Federal Employment Rights
- Public Accommodations
- Social Security
- Passports
- Airport Security
- Housing
ABOUT QYA

Queer Youth Assemble is a queer youth-led nonprofit serving queer and trans youth under 25 in the United States.

To find more resources like this one, learn more about our work, or get involved yourself, go to our website queeryouthassemble.org or visit our Instagram @queeryouthassemble.