



Queer Youth Assemble One Pager

The Equality Act (HR5 from 2021 session):

- **This bill prohibits discrimination based on sex, sexual orientation, and gender identity in areas including public accommodations and facilities, education, federal funding, employment, housing, credit, and the jury system**
- The bill defines and includes sex, sexual orientation, and gender identity among the prohibited categories of discrimination or segregation.
- The purpose of the bill is to “expand as well as clarify, confirm and create greater consistency in the protections and remedies against discrimination on the basis of all covered characteristics and to provide guidance and notice to individuals, organizations, corporations, and agencies regarding their obligations under the law.”
- This bill prohibits discrimination against “people who are incorrectly perceived to be LGBTQIA+”
- **The bill would add “sex” as a classification under discriminatory targeting where it would be identified as someone’s sexual orientation and gender identity**
 - Gender identity defined in the bill: the gender-related identity, appearance, mannerisms, or other gender-related characteristics of an individual, regardless of the individual’s designated sex at birth.
 - Sex defined in the bill: includes a sex stereotype, pregnancy, childbirth, or a related medical condition; sexual orientation or gender identity; and sex characteristics, including intersex traits.
- The bill specifically highlights that “an individual shall not be denied access to a shared facility, including a restroom, a locker room, and a dressing room, that is in accordance with the individual’s gender identity”
 - This bill is crucial now more than ever with the recent passage of the anti-trans bathroom bill in Florida that bans transgender individuals from using the bathrooms and changing areas that match their gender identity, with the penalty of criminal trespass charges. Similar bills have been introduced or passed in states like Kansas, Arkansas, North Dakota, and many more.
 - According to a study conducted by Harvard, “34% of all LGBTQ people say that they or an LGBTQ friend or family member have been verbally harassed in the bathroom when entering or while using a bathroom, or been told or asked if they were using the wrong bathroom.”¹
- The Human Rights Campaign conducted a poll to measure support for the Equality Act. The Equality Act is a widely supported bill:
 - Voters support prohibiting:
 - discrimination against children and parents of LGBTQ people (82%)
 - people who are incorrectly perceived to be LGBTQ (79%)
 - preventing businesses from refusing service to LGBTQ people due to religious objections (70%)²

¹ Harvard University. (November 2017). *Majority of LGBTQ Americans Report Discrimination:*

<https://www.hsph.harvard.edu/news/press-releases/poll-lgbtq-americans-discrimination/>

² Human Rights Campaign. (March 2021). *NEW POLL: 7 in 10 Voters Support the Equality Act:*

<https://www.hrc.org/press-releases/new-poll-7-in-10-voters-support-the-equality-act>

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