

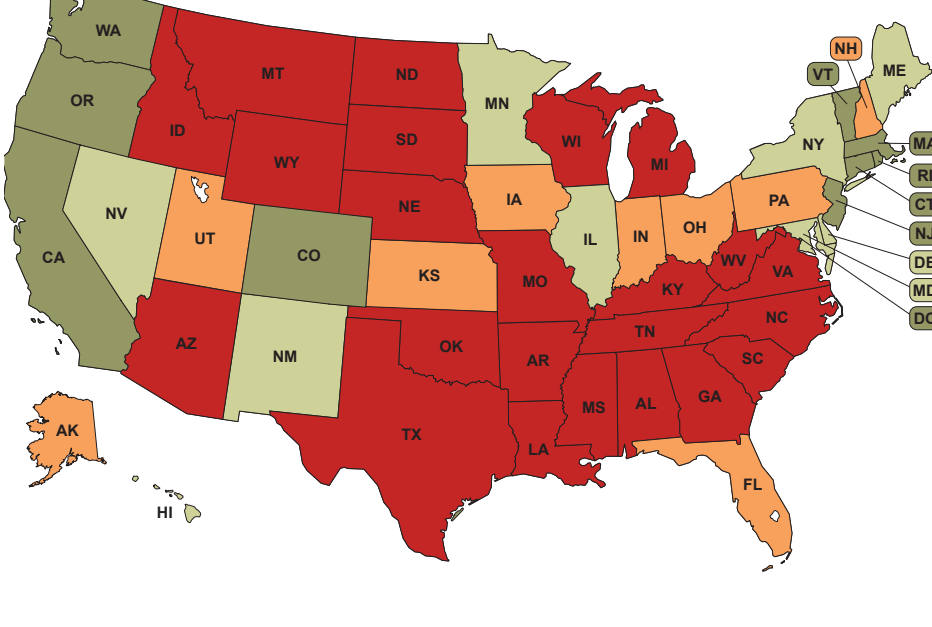
# SNAPSHOT: TRANSGENDER IN AMERICA

an infographic presented by



For more information, visit [www.lgbtmap.org/transgender-americans](http://www.lgbtmap.org/transgender-americans)

## GENDER IDENTITY POLICY TALLY BY STATE



GENDER IDENTITY TALLY	
High	8 to 15
Medium	3 to 7.99
Low	0 to 2.99
Negative	-5 to -0.01

GENDER IDENTITY TALLY BREAKDOWN	
Adoption and Parenting Laws	2
Non-Discrimination Laws	4
Safe Schools Laws	2
Health and Safety Policies	5
Ability to Correct the Gender Marker on ID	2
<b>Total</b>	<b>15</b>

28% High Policy Tally (9 states + D.C.) 18% Medium Policy Tally (9 states) 18% Low Policy Tally (9 states) 36% Negative Policy Tally (23 states)

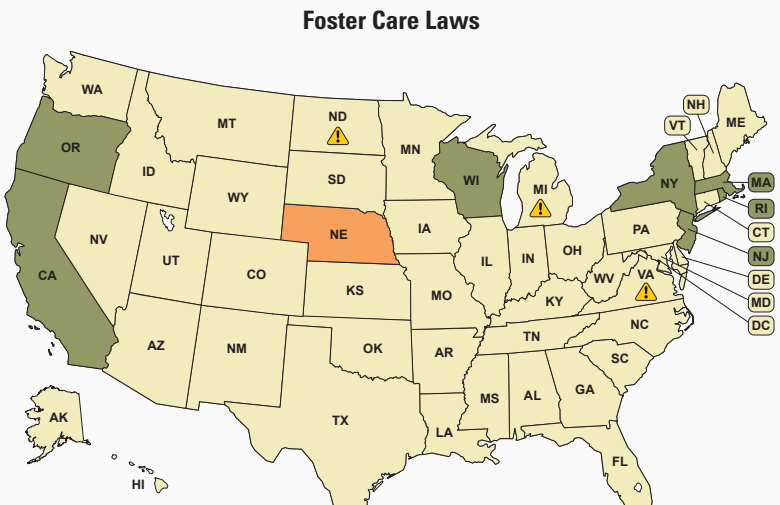
For detailed tallies of each state's policies and to find out more about the laws and policies in this infographic, please visit [www.lgbtmap.org/equality-maps](http://www.lgbtmap.org/equality-maps)



## ADOPTION AND PARENTING LAWS

Adoption and parenting laws pertain to adoption, foster parenting, and other parental recognition rights for LGBT parents. Adoption non-discrimination laws protect LGBT parents from discrimination by adoption agencies and officials. Foster care non-discrimination laws protect LGBT foster parents from discrimination by foster care agencies and officials. Read more about transgender parents in [Understanding Issues Facing Transgender Americans](#) or visit our [foster care](#) maps.

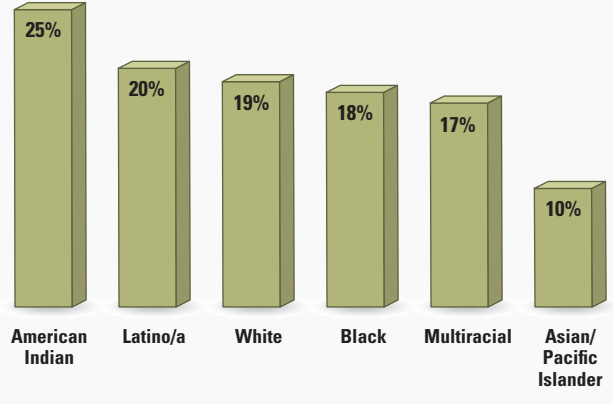
### Foster Care Laws



States support fostering by LGBT parents by restricting discrimination (7 states)  
 States are silent on fostering by LGBT parents (42 states + D.C.)  
 States restrict fostering by LGBT parents (1 state)  
 State permits state-licensed child welfare agencies to refuse to place and provide services to children and families, including LGBT people and same-sex couples, if doing so conflicts with their religious beliefs.

### Transgender Parenting

by Race (% of respondents by race currently supporting a dependent child)



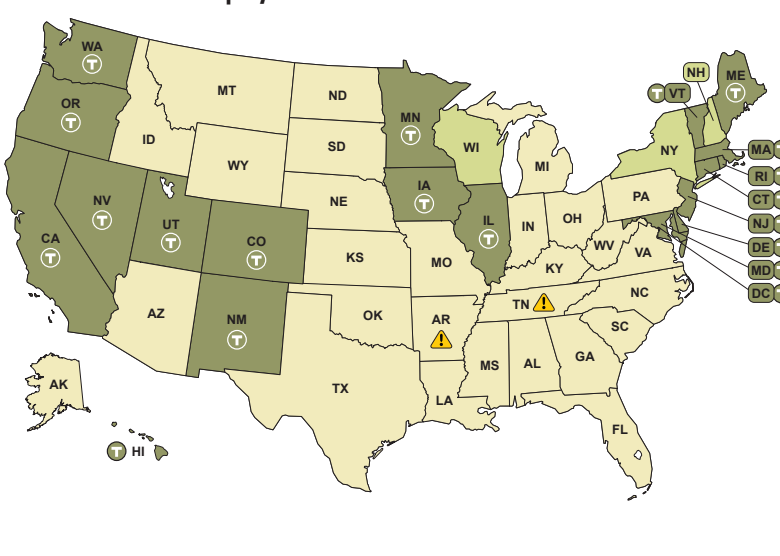
Source: Rebecca L. Stotzer, Jody L. Herman, and Amira Hasenbush, "Transgender Parenting: A Review of Existing Research," *Williams Institute*, October 2014, [www.williamsinstitute.law.ucla.edu/research/parenting/transgender-parenting-oct-2014](http://www.williamsinstitute.law.ucla.edu/research/parenting/transgender-parenting-oct-2014)



## NON-DISCRIMINATION LAWS

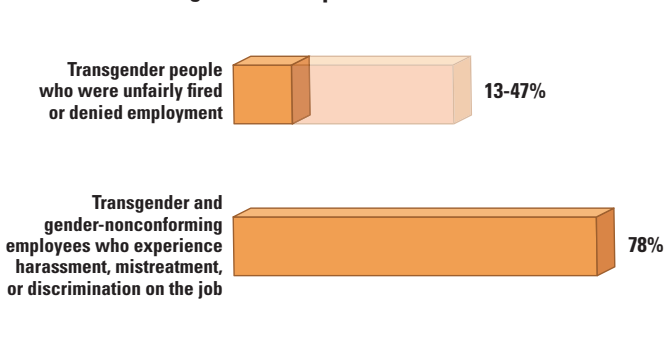
Employment non-discrimination laws protect transgender people from being unfairly fired, not hired, or discriminated against in the workplace by private employers. States may also pass laws protecting transgender people from housing, public accommodations, and housing discrimination. Read more about employment discrimination and its impacts in [A Broken Bargain for Transgender Workers](#) or visit our [state and local nondiscrimination](#) maps.

### Employment Non-Discrimination Laws



Employment non-discrimination law covers sexual orientation and gender identity (19 states + D.C.)  
 Employment non-discrimination law covers only sexual orientation, though federal law offers some protections (see note) (3 states)  
 No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note) (28 states)  
 State has law preventing passage or enforcement of local nondiscrimination laws

### Transgender Workplace Discrimination



Sources: M.V. Lee, Badgett, Holning Lau, Brad Sears, and Deborah Ho, "Bias in the Workplace: Consistent Evidence of Sexual Orientation and Gender Identity Discrimination," *The Williams Institute*, June 2007; Deena Fidas and Liz Cooper, "The Cost of the Closet and the Rewards of Inclusion," *Human Rights Campaign Foundation*, May 2014.

NOTE: Various rulings by the federal Equal Employment Opportunity Commission extend Title VII's prohibition on sex discrimination to prohibit discrimination against transgender and gender non-conforming people. However, EEOC rulings are not binding on private employers and federal courts may rule differently. This map also only reflects states that have statewide statutes banning discrimination in private employment. Many states have executive orders or laws that protect all public employees, and many large cities and other localities have ordinances, executive orders, or personnel policies that protect local employees and some employees of local businesses. These laws, regulations and executive orders are not reflected on this map. Some states may interpret "gender" to include gender identity/expression. Such states are not reflected on this map.

## FEDERAL SPOTLIGHT

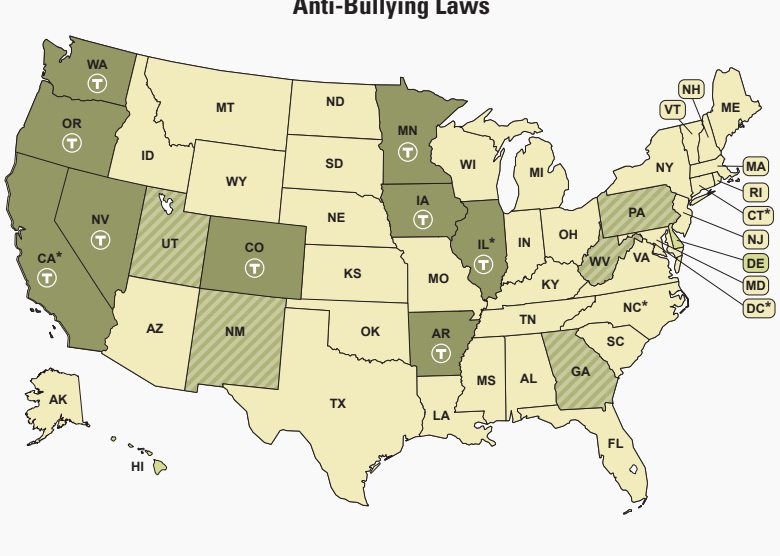
15,500 transgender troops are serving currently, despite military regulations prohibiting open service.



## SAFE SCHOOL LAWS

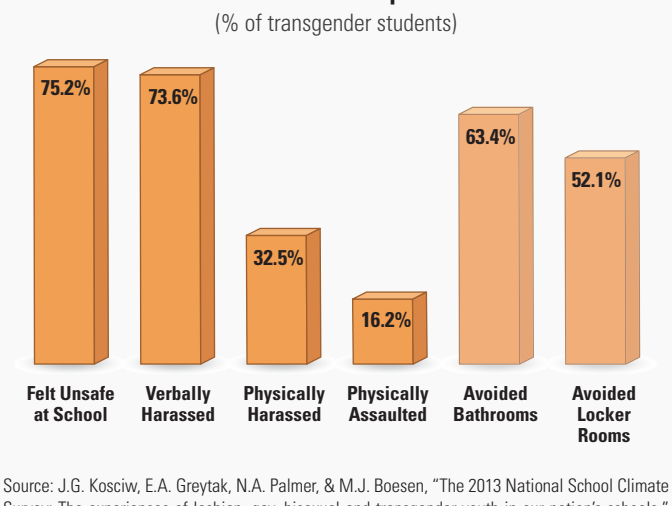
Anti-bullying laws and statewide regulations protect transgender students from bullying by other students, teachers, and school staff. School non-discrimination laws and statewide regulations protect transgender students from discrimination in school. Read more about the importance for safe schools for transgender students and the impact on economic security in [Paying an Unfair Price: The Financial Penalty for Being Transgender in America](#) or visit our [safe schools](#) maps.

### Anti-Bullying Laws



Law prohibits bullying on the bases of sexual orientation and gender identity (19 states + D.C.)  
 Law prohibits bullying on the basis of association with someone with a listed characteristic (5 states + D.C.)  
 School regulation or teacher code prohibits bullying on the basis of sexual orientation and gender identity (2 states)  
 School regulation or teacher code prohibits bullying on the basis of sexual orientation only (5 states)  
 No law protecting LGBT students (24 states)

### Experiences of Transgender Students in School Based on Their Gender Expression



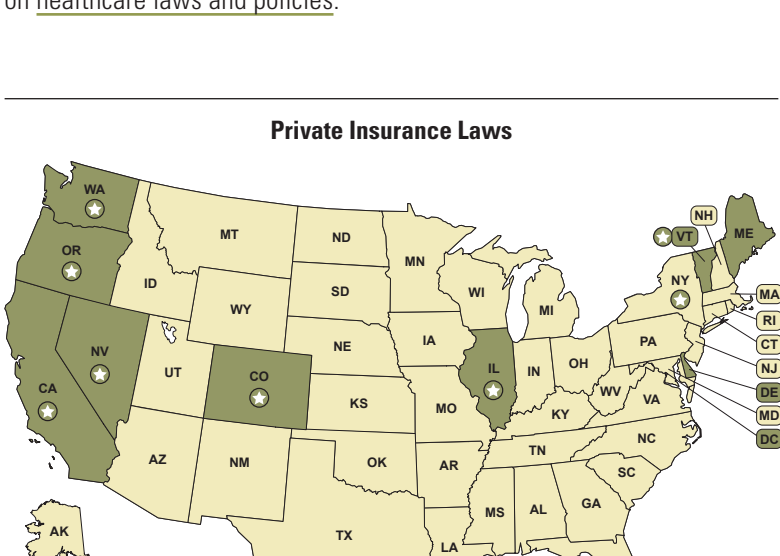
Source: J.G. Kosciw, E.A. Greytak, N.A. Palmer, & M.J. Boesen, "The 2013 National School Climate Survey: The experiences of lesbian, gay, bisexual and transgender youth in our nation's schools," GLSEN, 2014, [www.glsen.org/nscs](http://www.glsen.org/nscs)



## HEALTH AND SAFETY POLICIES

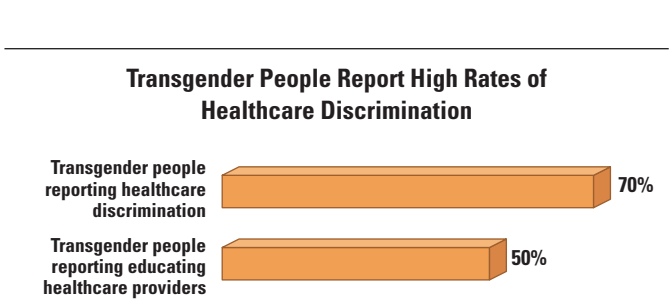
Insurance non-discrimination laws protect transgender people from being unfairly denied health insurance coverage or from being unfairly excluded from coverage for certain health care procedures. Prohibitions on transgender exclusions in health insurance benefits bar health insurance issuers from denying or limiting coverage based on gender identity and require the removal of "transgender exclusions" from health plans. Read more about the importance of comprehensive, culturally competent healthcare in [Understanding Issues Facing Transgender Americans](#) or visit our maps on [healthcare laws and policies](#).

### Private Insurance Laws



Transgender exclusions in health insurance service coverage prohibited (10 states + D.C.)  
 Law prohibits health insurance discrimination based on sexual orientation and gender identity (9 states + D.C.)  
 No law providing LGBT inclusive insurance protections (41 states)

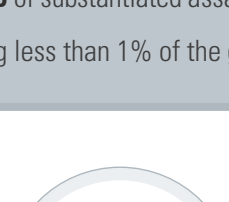
### Transgender People Report High Rates of Healthcare Discrimination



Source: Lambda Legal, "When Health Care Isn't Caring: Lambda Legal's Survey of Discrimination Against LGBT People and People with HIV," 2010; National Center for Transgender Equality and the National Gay and Lesbian Task Force, "National Transgender Discrimination Survey Report on Health and Health Care," October 2010.

## FEDERAL SPOTLIGHT

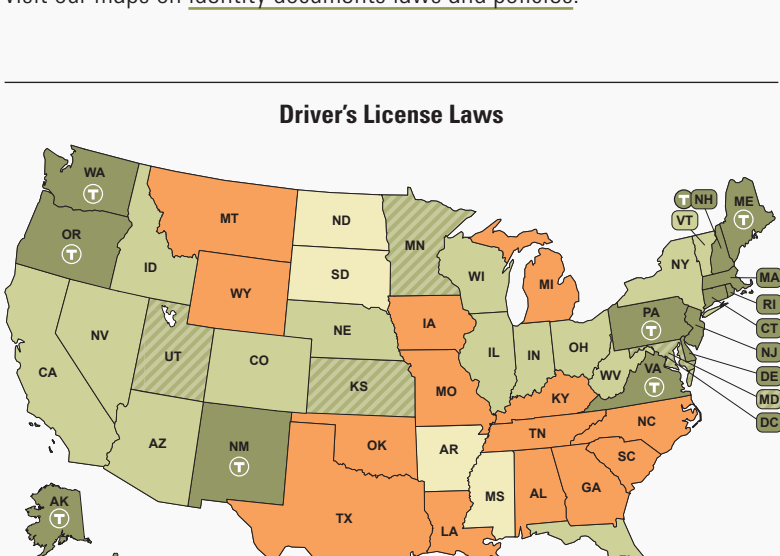
Transgender detainees represent 20% of substantiated assaults in immigration detention facilities, despite comprising less than 1% of the general population.



## ABILITY TO CORRECT THE GENDER MARKER ON IDENTITY DOCUMENTS

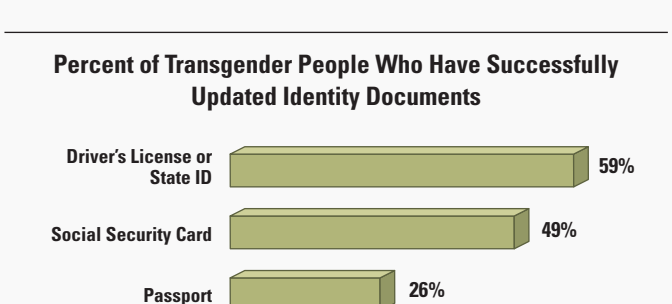
Driver's license and birth certificate policies govern the process by which a state changes a gender marker on a person's state-issued identification. Many transgender people choose to revise the gender marker on their identity documents so that it matches the gender they live every day. Read more about the importance of accurate identity documents in [Paying an Unfair Price: The Financial Penalty for Being Transgender in America](#) or visit our maps on [identity documents laws and policies](#).

### Driver's License Laws



State accepts documentation from a broad range of licensed professionals in order to change gender marker. Does not require sex reassignment surgery (14 states + D.C.)  
 State requires documentation from a limited range of licensed professionals in order to change gender marker. Does not require sex reassignment surgery (14 states)  
 State requires burdensome proof of clinical treatment in order to change gender marker. Does not require sex reassignment surgery (4 states)  
 State has unclear, unknown or unwritten policy regarding gender marker changes (4 states)  
 State requires proof of sex reassignment surgery, court order, and/or amended birth certificate in order to change gender marker (14 states)

### Percent of Transgender People Who Have Successfully Updated Identity Documents



Source: Jaime M. Grant, Lisa A. Mottet, Justin Tanis, Jack Harrison, Jody L. Herman, and Mara Keisling, *Injustice At Every Turn: A Report of the National Transgender Discrimination Survey*, National Center for Transgender Equality and National Gay and Lesbian Task Force, 2011.

## ADDITIONAL RESOURCES

Read more about the lives of transgender Americans in the following resources, available at [www.lgbtmap.org/transgender-americans](http://www.lgbtmap.org/transgender-americans):

- Overview: [Understanding Issues Facing Transgender Americans](#)
- Economic Insecurity: [Paying an Unfair Price: The Financial Penalty for Being Transgender in America](#)
- Employment and Employment Discrimination: [A Broken Bargain for Transgender Workers](#)
- Laws and Policies: [LGBT Equality Maps](#)

