ALABAMA'S EQUALITY PROFILE

Quick Facts About Alabama

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent of Adults (18+) Who are LGBTQ</td>
<td>3.1%</td>
</tr>
<tr>
<td>Total LGBTQ Population (13+)</td>
<td>147,000</td>
</tr>
<tr>
<td>Percent of Workforce That is LGBTQ</td>
<td>4%</td>
</tr>
<tr>
<td>Total LGBTQ Workers</td>
<td>78,000</td>
</tr>
<tr>
<td>Percent of LGBTQ Adults (25+) Raising Children</td>
<td>24%</td>
</tr>
</tbody>
</table>

Alabama's LGBTQ Policy Tally

Sexual Orientation Policy Tally:
-2.5/21.5
NEGATIVE

Gender Identity Policy Tally:
-7.5/23
NEGATIVE

Overall Tally:
-10/44.5
NEGATIVE

MAP’s “LGBTQ Policy Tally” examines each state’s LGBTQ policy climate, as measured by over 35 pro- or anti-LGBTQ laws and policies. These laws are grouped into seven major categories: relationship and parental recognition; non-discrimination; religious exemptions; LGBTQ youth; healthcare; criminal justice; and the ability for transgender people to correct name and gender markers on identity documents. See the state’s full profile for more detailed information.

Scores as of 01/06/2024. For full state profile, visit: https://www.lgbtmap.org/equality_maps/profile_state/AL

Recommended citation: Movement Advancement Project. 2024. “State Equality Profile: Alabama.”
Alabama's LGBTQ Laws and Policies

Click on each issue for more information and to see where the state fits into the national landscape.

### KEY
- ☑ Indicates state law or policy
- ☑ Indicates local laws or policies and/or partial law
- ☑ Indicates no law or policy
- □ Enumeration not applicable

### Relationship and Parental Recognition

<table>
<thead>
<tr>
<th>Issue</th>
<th>Sexual Orientation Law Exists?</th>
<th>Sexual Orientation Tally</th>
<th>Gender Identity Law Exists?</th>
<th>Gender Identity Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marriage for Same-Sex Couples</td>
<td>☑</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical Decision-Making Authority for Married Same-Sex Couples</td>
<td>☑</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stepparent Adoption for Married Same-Sex Couples</td>
<td>☑</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Joint Adoption for Married Same-Sex Couples</td>
<td>☑</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Second-Parent Adoption for Unmarried Couples</td>
<td>☑</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Confirmatory Adoption</td>
<td>☑</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Voluntary Acknowledgement of Parentage (VAP)</td>
<td>☑</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adoption Nondiscrimination Protections for LGBTQ Parents</td>
<td>☑</td>
<td>0/0.5</td>
<td>☑</td>
<td>0/0.5</td>
</tr>
<tr>
<td>Foster Care Nondiscrimination Protections for LGBTQ Parents</td>
<td>☑</td>
<td>0/0.5</td>
<td>☑</td>
<td>0/0.5</td>
</tr>
<tr>
<td>Recognition for Parents Using Assisted Reproduction</td>
<td>☑</td>
<td>0/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LGBTQ-Inclusive Definitions of Spouse/Partner</td>
<td>☑</td>
<td>0/0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LGBTQ-Inclusive Definitions of Children/Parents</td>
<td>☑</td>
<td>0/0.5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Subtotal: 1/7 0/1

Relationship and Parental Recognition Total: 1/8
### State Nondiscrimination Laws

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td>Employment Nondiscrimination Laws*</td>
<td>0/1</td>
<td>0/1</td>
</tr>
<tr>
<td>Housing Nondiscrimination Laws*</td>
<td>0/1</td>
<td>0/1</td>
</tr>
<tr>
<td>Public Accommodations Nondiscrimination Laws*</td>
<td>0/1</td>
<td>0/1</td>
</tr>
<tr>
<td>Credit and Lending Nondiscrimination Laws</td>
<td>0/1</td>
<td>0/1</td>
</tr>
<tr>
<td>Nondiscrimination Policies for State Employees</td>
<td>0/0.5</td>
<td>0/0.5</td>
</tr>
</tbody>
</table>

**Negative Law:** State Bans Cities and Counties from Passing Nondiscrimination Laws

- No Negative Law 0/-1

**Negative Law:** State Bans Transgender People From Using Bathrooms or Facilities Consistent With Their Gender Identity

- No Negative Law 0/-1

**Negative Law:** State Explicitly Defines “Sex” Throughout State Law To Exclude Transgender People

- No Negative Law 0/-1

**Subtotal** 0/4.5

**Nondiscrimination Total** 0/9

*If state lacks statewide law, tally looks at local Nondiscrimination ordinances in employment, housing, and public accommodations and provides partial points based on percent of LGBTQ population covered by local laws.*

### Religious Exemption Laws

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Broad “RFRA” or Religious Exemption Law</td>
<td>NEGATIVE LAW -0.5/-0.5</td>
<td>NEGATIVE LAW -0.5/-0.5</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Targeted Religious Exemption for Child Welfare Services</td>
<td>NEGATIVE LAW -1/-1</td>
<td>NEGATIVE LAW -1/-1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Targeted Religious Exemption for Medical Professionals</td>
<td>NEGATIVE LAW -1/-1</td>
<td>NEGATIVE LAW -1/-1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Targeted Wedding Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private Wedding Services</td>
<td>No Negative Law 0/0.5</td>
<td></td>
</tr>
<tr>
<td>State and Local Officials Providing Marriage Licenses</td>
<td>No Negative Law 0/0.5</td>
<td></td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>-2.5/-3.5</td>
<td>-2.5/-2.5</td>
</tr>
</tbody>
</table>

**Religious Exemption Laws Total** -5/-6

As a result of a June 2020 U.S. Supreme Court ruling, people in all states can seek recourse for employment discrimination based on sexual orientation and gender identity through the federal Equal Employment Opportunity Commission and federal courts.
<table>
<thead>
<tr>
<th>LGBTQ Youth Laws and Policies</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nondiscrimination Laws and Policies Covering LGBTQ Students</td>
<td>✗ 0/1</td>
<td>✗ 0/1</td>
</tr>
<tr>
<td>Anti-Bullying Laws and Policies Covering LGBTQ Students</td>
<td>✗ 0/1</td>
<td>✗ 0/1</td>
</tr>
<tr>
<td>Negative Law: Laws Banning Local Schools and Districts from Passing LGBTQ Nondiscrimination and/or Anti-Bullying Policies</td>
<td>No Negative Law 0/-1</td>
<td>No Negative Law 0/-1</td>
</tr>
<tr>
<td>State Curricular Standards Required to Be LGBTQ-Inclusive</td>
<td>✗ 0/1</td>
<td>✗ 0/1</td>
</tr>
<tr>
<td>Negative Law: &quot;Don't Say Gay&quot; Law Barring or Explicitly Restricting Educators From Discussing LGBTQ People or Issues in Schools</td>
<td>NEGATIVE LAW -1/-1</td>
<td>NEGATIVE LAW -1/-1</td>
</tr>
<tr>
<td>Negative Law: State Law Requires Parental Notification of LGBTQ-Inclusive Curricula and Allows Parents to Opt Children Out</td>
<td>No Negative Law 0/-1</td>
<td>No Negative Law 0/-1</td>
</tr>
<tr>
<td>Negative Law: State Law Restricts Discussions of &quot;Homosexuality&quot; in Specific School Subjects</td>
<td>No Negative Law 0/-0.5</td>
<td>— —</td>
</tr>
<tr>
<td>Negative Law: State Law Prevents Transgender Students from Participating in Sports Consistent With Their Gender Identity</td>
<td>— —</td>
<td>NEGATIVE LAW -1/-1</td>
</tr>
<tr>
<td>Negative Law: State Law Prevents Transgender Students from Using School Facilities Consistent With Their Gender Identity</td>
<td>— —</td>
<td>NEGATIVE LAW -1/-1</td>
</tr>
<tr>
<td>Negative Law: Forced Outing of Transgender Youth in Schools</td>
<td>— —</td>
<td>NEGATIVE LAW -1/-1</td>
</tr>
<tr>
<td>Conversion Therapy Ban Covering LGBTQ Youth</td>
<td>✗ 0/1</td>
<td>✗ 0/1</td>
</tr>
<tr>
<td>Protections for LGBTQ Youth in the Child Welfare System</td>
<td>✗ 0/1</td>
<td>✗ 0/1</td>
</tr>
<tr>
<td>Subtotal</td>
<td>-1/5</td>
<td>-4/5</td>
</tr>
<tr>
<td>LGBTQ Youth Laws Total</td>
<td>-5/10</td>
<td>— —</td>
</tr>
<tr>
<td>Healthcare Laws and Policies</td>
<td>Sexual Orientation</td>
<td>Gender Identity</td>
</tr>
<tr>
<td>---------------------------------------------------------------------------------------------</td>
<td>--------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td><strong>Private Health Insurance Nondiscrimination Laws</strong></td>
<td>Law Exists? Tally</td>
<td>Law Exists? Tally</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Ban on Best Practice Medical Care for Transgender Youth</td>
<td>-</td>
<td>NEGATIVE -1/-1</td>
</tr>
<tr>
<td>&quot;Shield&quot; Laws Protecting Access to Transgender Health Care</td>
<td>-</td>
<td>0/1</td>
</tr>
<tr>
<td>Health Insurance Providers Banned from Excluding Coverage for Transgender-Specific Care</td>
<td>-</td>
<td>0/1</td>
</tr>
<tr>
<td>State Medicaid Policy Related to Coverage for Transgender People</td>
<td>-</td>
<td>0/1</td>
</tr>
<tr>
<td>Transgender Inclusive Health Benefits for State Employees</td>
<td>-</td>
<td>0/0.5</td>
</tr>
<tr>
<td><strong>Data Collection</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LGBTQ Adults</td>
<td>X 0/0.5</td>
<td>X 0/0.5</td>
</tr>
<tr>
<td>LGBTQ Youth</td>
<td>X 0/0.5</td>
<td>X 0/0.5</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>0/2</td>
<td>-1/5.5</td>
</tr>
<tr>
<td><strong>Healthcare Total</strong></td>
<td>-1/7.5</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criminal Justice Laws and Policies</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Hate Crime Law Covering LGBTQ People</strong></td>
<td>X 0/1</td>
<td>X 0/1</td>
</tr>
<tr>
<td><strong>Ban on Panic Defense</strong></td>
<td>X 0/1</td>
<td>X 0/1</td>
</tr>
<tr>
<td><strong>Jury Service Nondiscrimination</strong></td>
<td>X 0/1</td>
<td>X 0/1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> HIV Criminalization Law</td>
<td>No Negative Law 0/-1</td>
<td>No Negative Law 0/-1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Restrictions on Drag Performances</td>
<td>No Negative Law 0/-1</td>
<td>No Negative Law 0/-1</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>0/3</td>
<td>0/3</td>
</tr>
<tr>
<td><strong>Criminal Justice Total</strong></td>
<td>0/6</td>
<td></td>
</tr>
</tbody>
</table>

Scores as of 01/06/2024
<table>
<thead>
<tr>
<th>Ability for Transgender People to Correct Name and Gender Marker on Identity Documents</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td>Changing Gender Marker on Driver's Licenses</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Changing Gender Marker on Birth Certificates</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Gender Neutral Options</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>&quot;X&quot; Option on Driver's Licenses</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>&quot;X&quot; Option on Birth Certificates</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Name Change Process</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td><strong>Identity Documents Total</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grand Totals</th>
<th>Sexual Orientation Policy Tally</th>
<th>Gender Identity Policy Tally</th>
<th>Overall Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Totals</td>
<td>-2.5/21.5</td>
<td>-7.5/23</td>
<td>-10/44.5</td>
</tr>
<tr>
<td>Ratings</td>
<td>NEGATIVE</td>
<td>NEGATIVE</td>
<td>NEGATIVE</td>
</tr>
</tbody>
</table>
Local Nondiscrimination Ordinances

### SEXUAL ORIENTATION

**LEGEND**

<table>
<thead>
<tr>
<th>State Protections</th>
<th>County Protections</th>
<th>City Protections</th>
<th>No Protections</th>
<th>Protections Banned</th>
</tr>
</thead>
</table>

County map only shows areas with full protections for sexual orientation (i.e., discrimination prohibited in private employment, housing, and public accommodations)

**CITY AND COUNTY NUMBERS:**

0 counties out of 67 have an ordinance prohibiting discrimination based on sexual orientation in private employment, housing, and public accommodations (full protections).

2 cities have an ordinance prohibiting discrimination based on sexual orientation in private employment, housing, and public accommodations (full protections).

1 municipality, not including those listed above, has an ordinance prohibiting discrimination based on sexual orientation in private employment, housing, or public accommodations (only partial protections). See table below.

4% of the state population is protected against discrimination based on sexual orientation in private employment, housing, and public accommodations (full protections).

An additional 4% of the state population is protected against discrimination based on sexual orientation in private employment, housing, or public accommodations (only partial protections).

### GENDER IDENTITY

**LEGEND**

<table>
<thead>
<tr>
<th>State Protections</th>
<th>County Protections</th>
<th>City Protections</th>
<th>No Protections</th>
<th>Protections Banned</th>
</tr>
</thead>
</table>

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4% of the state population is protected against discrimination based on gender identity in private employment, housing, and public accommodations (full protections).

An additional 4% of the state population is protected against discrimination based on gender identity in private employment, housing, or public accommodations (only partial protections).
<table>
<thead>
<tr>
<th>City</th>
<th>Fully inclusive SO/GI protections</th>
<th>Local Sexual Orientation Protections</th>
<th>Local Gender Identity Protections</th>
</tr>
</thead>
<tbody>
<tr>
<td>Birmingham</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>Mobile</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>Montevallo</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
</tr>
</tbody>
</table>

- Local ordinance does not provide this protection, but county/state does
- Local ordinance provides this protection

**NOTE:** Only jurisdictions with ordinances that prohibit discrimination in private employment are listed. Other localities may have executive orders that apply to government employees and these are not listed. The level of enforcement of these ordinances may vary by jurisdiction. This information is constantly changing, and we welcome suggestions for additions or changes. For questions regarding ordinances or any other aspect of the state profile, please contact MAP at info@mapresearch.org.

This data was collected in collaboration with the Equality Federation and Equality Alabama and is maintained by MAP.