ARIZONA'S EQUALITY PROFILE

Quick Facts About Arizona

<table>
<thead>
<tr>
<th>Category</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent of Adults (18+) Who are LGBTQ</td>
<td>4.5%</td>
</tr>
<tr>
<td>Total LGBTQ Population (13+)</td>
<td>286,000</td>
</tr>
<tr>
<td>Percent of Workforce That is LGBTQ</td>
<td>5%</td>
</tr>
<tr>
<td>Total LGBTQ Workers</td>
<td>179,000</td>
</tr>
<tr>
<td>Percent of LGBTQ Adults (25+) Raising Children</td>
<td>25%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Source</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent of Adults (18+) Who are LGBTQ</td>
<td>Williams 2019</td>
</tr>
<tr>
<td>Total LGBTQ Population (13+)</td>
<td>Williams 2020</td>
</tr>
<tr>
<td>Percent of Workforce That is LGBTQ</td>
<td>Williams 2020</td>
</tr>
<tr>
<td>Total LGBTQ Workers</td>
<td>Williams 2020</td>
</tr>
<tr>
<td>Percent of LGBTQ Adults (25+) Raising Children</td>
<td>Williams 2019</td>
</tr>
</tbody>
</table>

Arizona's LGBTQ Policy Tally

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 07/22/2023. For full state profile, visit: https://www.lgbtmap.org/equality_maps/profile_state/AZ

As a result of the 2015 U.S. Supreme Court decision in Obergefell, same-sex couples can marry nationwide and states must extend all the rights and benefits of marriage to same-sex couples. As a result, the following benefits are available to all married same-sex couples on the same basis they are available to married different-sex couples:

- Marriage for Same-Sex Couples
- Medical Decision-Making Authority for Married Same-Sex Couples
- Stepparent Adoption for Married Same-Sex Couples
- Joint Adoption for Married Same-Sex Couples

<table>
<thead>
<tr>
<th>Relationship and Parental Recognition</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td>Marriage for Same-Sex Couples</td>
<td>✔</td>
<td>1/1</td>
</tr>
<tr>
<td>Medical Decision-Making Authority for Married Same-Sex Couples</td>
<td>✔</td>
<td>0/0.5</td>
</tr>
<tr>
<td>Stepparent Adoption for Married Same-Sex Couples</td>
<td>✔</td>
<td>0.5/0.5</td>
</tr>
<tr>
<td>Joint Adoption for Married Same-Sex Couples</td>
<td>✔</td>
<td>0/1</td>
</tr>
<tr>
<td>Second-Parent Adoption for Unmarried Couples</td>
<td>✗</td>
<td>0/1</td>
</tr>
</tbody>
</table>

**Family Services Nondiscrimination Laws**

- Adoption Nondiscrimination Protections for LGBTQ Parents | ✗ | 0/0.5 | 0/0.5 | 0/0.5 |
- Foster Care Nondiscrimination Protections for LGBTQ Parents | ✔ | 0.5/0.5 | 0/0.5 | 0/0.5 |

**Recognition for Parents Using Assisted Reproduction**

- Recognition of De Facto Parents | ✔ | 1/1 | — | — |

**State Family Leave Laws**

- LGBTQ-Inclusive Definitions of Spouse/Partner | ✗ | 0/0.5 | — | — |
- LGBTQ-Inclusive Definitions of Children/Parents | ✗ | 0/0.5 | — | — |

**Subtotal**

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.5/6</td>
<td>0/1</td>
</tr>
</tbody>
</table>

**Relationship and Parental Recognition Total**

2.5/7
### State Nondiscrimination Laws

<table>
<thead>
<tr>
<th>Category</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td>Employment Nondiscrimination Laws*</td>
<td>✓</td>
<td>0.75/1</td>
</tr>
<tr>
<td>Housing Nondiscrimination Laws*</td>
<td>✓</td>
<td>0.5/1</td>
</tr>
<tr>
<td>Public Accommodations Nondiscrimination Laws*</td>
<td>✓</td>
<td>0.5/1</td>
</tr>
<tr>
<td>Credit and Lending Nondiscrimination Laws</td>
<td>✗</td>
<td>0/1</td>
</tr>
<tr>
<td>Nondiscrimination Policies for State Employees</td>
<td>✓</td>
<td>0.5/0.5</td>
</tr>
</tbody>
</table>

**Negative Law:**
- State Bans Cities and Counties from Passing Nondiscrimination Laws
  - No Negative Law
  - Law Tally: 0/-1
- State Bans Transgender People From Using Bathrooms or Facilities Consistent With Their Gender Identity
  - No Negative Law
  - Law Tally: 0/-1
- State Explicitly Defines “Sex” Throughout State Law To Exclude Transgender People
  - No Negative Law
  - Law Tally: 0/-1

**Subtotal:** 2.25/4.5

**Nondiscrimination Total:** 4.5/9

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

**Subtotal:** -1.5/-3.5

**Religious Exemption Laws Total:** -3/-6

Scores as of 07/22/2023
<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>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td>Anti-Bullying Laws and Policies Covering LGBTQ Students</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td>State Curricular Standards Required to Be LGBTQ-Inclusive</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> &quot;Don't Say Gay&quot; Law Barring or Explicitly Restricting Educators From Discussing LGBTQ People or Issues in Schools</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> State Law Requires Parental Notification of LGBTQ-Inclusive Curricula and Allows Parents to Opt Children Out</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Laws Banning Local Schools and Districts from Passing LGBTQ Nondiscrimination and/or Anti-Bullying Policies</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> State Law Prevents Transgender Students from Participating in Sports Consistent With Their Gender Identity</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> State Law Prevents Transgender Students from Using School Facilities Consistent With Their Gender Identity</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Forced Outing of Transgender Youth in Schools</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td>Conversion Therapy Ban Covering LGBTQ Youth</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td>Protections for LGBTQ Youth in the Child Welfare System</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td>Subtotal</td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
</tbody>
</table>

LGBTQ Youth Laws Total

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td></td>
<td>0.75/5</td>
<td>-0.25/5</td>
</tr>
</tbody>
</table>

Scores as of 07/22/2023
### Healthcare Laws and Policies

<table>
<thead>
<tr>
<th>Law</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Health Insurance Nondiscrimination Laws</td>
<td>0/1</td>
<td>0/1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Ban on Best Practice Medical Care for Transgender Youth</td>
<td></td>
<td>NEGATIVE LAW</td>
</tr>
<tr>
<td>&quot;Shield&quot; Laws Protecting Access to Transgender Health Care</td>
<td></td>
<td>0.75/1</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>NEGATIVE LAW</td>
</tr>
<tr>
<td>Transgender Inclusive Health Benefits for State Employees</td>
<td></td>
<td>0/0.5</td>
</tr>
<tr>
<td>Data Collection</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LGBTQ Adults</td>
<td>0.5/0.5</td>
<td>0.5/0.5</td>
</tr>
<tr>
<td>LGBTQ Youth</td>
<td>0.5/0.5</td>
<td>0/0.5</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>1/2</td>
<td>-0.75/5.5</td>
</tr>
<tr>
<td><strong>Healthcare Total</strong></td>
<td>0.25/7.5</td>
<td></td>
</tr>
</tbody>
</table>

### Criminal Justice Laws and Policies

<table>
<thead>
<tr>
<th>Law</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hate Crime Law Covering LGBTQ People</td>
<td>1/1</td>
<td>0/1</td>
</tr>
<tr>
<td>Ban on Panic Defense</td>
<td>0/1</td>
<td>0/1</td>
</tr>
<tr>
<td>Jury Service Nondiscrimination</td>
<td>1/1</td>
<td>0/1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> HIV Criminalization Law</td>
<td>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Restrictions on Drag Performances</td>
<td>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>2/3</td>
<td>0/3</td>
</tr>
<tr>
<td><strong>Criminal Justice Total</strong></td>
<td>2/6</td>
<td></td>
</tr>
</tbody>
</table>

Scores as of 07/22/2023
<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></td>
<td>Law Exists?</td>
<td>Tally</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>“X” Option on Driver’s Licenses</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>“X” Option on Birth Certificates</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Name Change Process</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Subtotal</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Identity Documents Total</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>7/20.5</td>
<td>-1/23</td>
<td>6/43.5</td>
</tr>
<tr>
<td>Ratings</td>
<td>FAIR</td>
<td>NEGATIVE</td>
<td>LOW</td>
</tr>
</tbody>
</table>

Scores as of 07/22/2023
Local Nondiscrimination Ordinances

**SEXUAL ORIENTATION**

50% of population fully protected

1% of population only partially protected

CITY AND COUNTY NUMBERS:

0 counties out of 15 have an ordinance prohibiting discrimination based on sexual orientation in private employment, housing, and public accommodations (full protections).

10 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.

50% of the state population is protected against discrimination based on sexual orientation in private employment, housing, and public accommodations (full protections).

An additional 1% of the state population is protected against discrimination based on sexual orientation in private employment, housing, or public accommodations (only partial protections).

---

**GENDER IDENTITY**

50% of population fully protected

1% of population only partially protected

CITY AND COUNTY NUMBERS:

0 counties out of 15 have an ordinance prohibiting discrimination based on gender identity in private employment, housing, and public accommodations (full protections).

10 cities have an ordinance prohibiting discrimination based on gender identity in private employment, housing, and public accommodations (full protections).

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

50% of the state population is protected against discrimination based on gender identity in private employment, housing, and public accommodations (full protections).

An additional 1% of the state population is protected against discrimination based on gender identity in private employment, housing, or public accommodations (only partial protections).

---

**LEGEND**

State Protections  County Protections  City Protections  No Protections  Protections Banned

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

Scores as of 07/22/2023
### CITY AND COUNTY LISTING:

<table>
<thead>
<tr>
<th></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>Chandler</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Flagstaff</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Glendale</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Mesa</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Phoenix</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Scottsdale</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Sedona</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Tempe</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Tolleson</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Tucson</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Winslow</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

- ✓ - Local ordinance provides this protection.
- ☐ - 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](https://www.equality.org/) and [Equality Arizona](https://www.equalityarizona.org) and is maintained by MAP.
Local Conversion Therapy Ordinances

CONVERSION THERAPY BANS

14% of population protected

Note: State has taken measures to partially ban conversion therapy. See conversion therapy entry above for more information.

LEGEND

- State Protections
- County Protections
- City Protections
- No Protections
- Protections Banned

CITY AND COUNTY NUMBERS:

1 county out of 15 has an ordinance prohibiting conversion therapy for minors.

0 cities have an ordinance prohibiting conversion therapy for minors.

CITY AND COUNTY LISTING:

- Pima County

Scores as of 07/22/2023