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>

Gallup/Williams 2019

Census 2018; Williams 2020

Williams 2020

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 09/16/2021. 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:

### Relationship and Parental Recognition

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Marriage for Same-Sex Couples</strong></td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td><strong>Medical Decision-Making Authority for Married Same-Sex Couples</strong></td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td><strong>Stepparent Adoption for Married Same-Sex Couples</strong></td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td><strong>Joint Adoption for Married Same-Sex Couples</strong></td>
<td>✔️</td>
<td></td>
</tr>
</tbody>
</table>

**Second-Parent Adoption for Unmarried Couples**

- **Law Exists?**: ✔️
- **Tally**: 0/1

**Family Services Nondiscrimination Laws**

- **Adoption Nondiscrimination Protections for LGBTQ Parents**
  - **Law Exists?**: ✗
  - **Tally**: 0/0.5

- **Foster Care Nondiscrimination Protections for LGBTQ Parents**
  - **Law Exists?**: ✔️
  - **Tally**: 0.5/0.5

**Recognition for Parents Using Assisted Reproduction**

- **Law Exists?**: ✔️
- **Tally**: 0.5/1

**Recognition of De Facto Parents**

- **Law Exists?**: ✔️
- **Tally**: 0.5/1

**State Family Leave Laws**

- **LGBTQ-Inclusive Definitions of Spouse/Partner**
  - **Law Exists?**: ✗
  - **Tally**: 0/0.5

- **LGBTQ-Inclusive Definitions of Children/Parents**
  - **Law Exists?**: ✗
  - **Tally**: 0/0.5

**Subtotal**

- **Sexual Orientation**: 2.5/6
- **Gender Identity**: 0/1

**Scores as of 09/16/2021**
**State Nondiscrimination Laws**

<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>Employment Nondiscrimination Laws’</td>
<td>✔</td>
<td>0.75/1</td>
</tr>
<tr>
<td>Housing Nondiscrimination Laws’</td>
<td>✔</td>
<td>0.25/1</td>
</tr>
<tr>
<td>Public Accommodations Nondiscrimination Laws’</td>
<td>✔</td>
<td>0.25/1</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>
<tr>
<td><strong>Negative Law: State Bans Cities and Counties from Passing Nondiscrimination Laws</strong></td>
<td>No Negative Law</td>
<td>0/-1</td>
</tr>
</tbody>
</table>

**Subtotal**  
1.75/4.5  
1.75/4.5

**Nondiscrimination Total**  
3.5/9

---

**Religious Exemption Laws**

<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><strong>Negative Law: Broad “RFRA” or Religious Exemption Law</strong></td>
<td>NEGATIVE LAW</td>
<td>-0.5/-0.5</td>
</tr>
<tr>
<td><strong>Negative Law: Targeted Religious Exemption for Child Welfare Services</strong></td>
<td>No Negative Law</td>
<td>0/-1</td>
</tr>
<tr>
<td><strong>Negative Law: Targeted Religious Exemption for Medical Professionals</strong></td>
<td>No Negative Law</td>
<td>0/-1</td>
</tr>
<tr>
<td><strong>Negative Law: Targeted Wedding Services</strong></td>
<td></td>
<td></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**  
-0.5/-3.5  
-0.5/-2.5

**Religious Exemption Laws Total**  
-1/-6

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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.

*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.*

Scores as of 09/16/2021
### LGBTQ Youth Laws and Policies

<table>
<thead>
<tr>
<th>Law</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nondiscrimination Laws and Policies Covering LGBTQ Students</td>
<td>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td>Anti-Bullying Laws and Policies Covering LGBTQ Students</td>
<td>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td><strong>Negative Law</strong>: “Don’t Say Gay” Law Barring or Explicitly Restricting Educators From Discussing LGBTQ People or Issues in Schools</td>
<td>No Negative Law</td>
<td>No Negative Law</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>No Negative Law</td>
<td>No Negative Law</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>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td><strong>Negative Law</strong>: State Law Prevents Transgender Students from Participating in Sports Consistent With Their Gender Identity</td>
<td>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td>Conversion Therapy Ban Covering LGBTQ Youth</td>
<td>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td>Protections for LGBTQ Youth in the Child Welfare System</td>
<td>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td>Subtotal</td>
<td>0/4</td>
<td>0/4</td>
</tr>
<tr>
<td><strong>LGBTQ Youth Laws Total</strong></td>
<td>0/8</td>
<td></td>
</tr>
</tbody>
</table>

### 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>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td>Ban on Best Practice Medical Care for Transgender Youth</td>
<td>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td>Health Insurance Providers Banned from Excluding Coverage for Transgender-Specific Care</td>
<td>No Negative Law</td>
<td>No Negative Law</td>
</tr>
<tr>
<td>State Medicaid Policy Related to Coverage for Transgender People</td>
<td>NEGATIVE LAW</td>
<td>NEGATIVE LAW</td>
</tr>
<tr>
<td><strong>Negative Law</strong>: Transgender Inclusive Health Benefits for State Employees</td>
<td>NEGATIVE LAW</td>
<td>NEGATIVE LAW</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>0.5/0.5</td>
</tr>
<tr>
<td>Subtotal</td>
<td>1/2</td>
<td>-1/4.5</td>
</tr>
<tr>
<td><strong>Healthcare Total</strong></td>
<td>0/6.5</td>
<td></td>
</tr>
</tbody>
</table>

Scores as of 09/16/2021
# Criminal Justice Laws and Policies

<table>
<thead>
<tr>
<th>Policy</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><strong>Negative Law:</strong> State Criminalizes Exposure to and/or Transmission of HIV</td>
<td>No Negative Law 0/-1</td>
<td>No Negative Law 0/-1</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>1/2</td>
<td>0/2</td>
</tr>
<tr>
<td><strong>Criminal Justice Total</strong></td>
<td>1/4</td>
<td></td>
</tr>
</tbody>
</table>

## Ability for Transgender People to Correct Name and Gender Marker on Identity Documents

<table>
<thead>
<tr>
<th>Policy</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Changing Gender Marker on Driver's Licenses</td>
<td>—</td>
<td>✓ 0.25/1</td>
</tr>
<tr>
<td>Changing Gender Marker on Birth Certificates</td>
<td>—</td>
<td>NEGATIVE LAW -1/1</td>
</tr>
<tr>
<td><strong>Gender Neutral Options</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&quot;X&quot; Option on Driver's Licenses</td>
<td>—</td>
<td>✗ 0/0.5</td>
</tr>
<tr>
<td>&quot;X&quot; Option on Birth Certificates</td>
<td>—</td>
<td>✗ 0/0.5</td>
</tr>
<tr>
<td>Name Change Process</td>
<td>—</td>
<td>✗ 0/1</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td></td>
<td>-0.75/4</td>
</tr>
<tr>
<td><strong>Identity Documents Total</strong></td>
<td></td>
<td>-0.75/4</td>
</tr>
</tbody>
</table>

## Grand Totals

<table>
<thead>
<tr>
<th></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>5.75/18.5</td>
<td>-0.5/20</td>
<td>5.25/38.5</td>
</tr>
<tr>
<td>Ratings</td>
<td>FAIR</td>
<td>NEGATIVE</td>
<td>LOW</td>
</tr>
</tbody>
</table>

Scores as of 09/16/2021
Local Nondiscrimination Ordinances

**SEXUAL ORIENTATION**

- **48%** of the population is fully protected against discrimination based on sexual orientation in private employment, housing, and public accommodations.
- **1%** of the population is only partially protected.

**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).

**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).
- **9** 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.

**GENDER IDENTITY**

- **48%** of the population is fully protected against discrimination based on gender identity in private employment, housing, and public accommodations.
- **1%** of the population is only partially protected.

**LEGEND**

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

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

**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).
- **9** 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.

**Scores as of 09/16/2021**
### CITY AND COUNTY LISTING:

<table>
<thead>
<tr>
<th>Fully inclusive SO/GI protections</th>
<th>Local Sexual Orientation Protections</th>
<th>Local Gender Identity Protections</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flagstaff</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Glendale</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Mesa</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Phoenix</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Scottsdale</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Sedona</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Tempe</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Tolleson</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Tucson</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Winslow</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@lgbtmap.org](mailto:info@lgbtmap.org).

This data was collected in collaboration with the [Equality Federation](https://www.equalityfederation.org) and [Equality Arizona](https://www.equalityarizona.org) and is maintained by MAP.
CONVERSION THERAPY BANS

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