TENNESSEE'S EQUALITY PROFILE

Quick Facts About Tennessee

<table>
<thead>
<tr>
<th>Category</th>
<th>Statistic</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent of Adults (18+) Who are LGBTQ</td>
<td>3.5%</td>
<td>Gallup/Williams 2019</td>
</tr>
<tr>
<td>Total LGBTQ Population (13+)</td>
<td>223,000</td>
<td>Williams 2020</td>
</tr>
<tr>
<td>Percent of Workforce That is LGBTQ</td>
<td>4%</td>
<td>Census 2018; Williams 2020</td>
</tr>
<tr>
<td>Total LGBTQ Workers</td>
<td>133,000</td>
<td>Williams 2020</td>
</tr>
<tr>
<td>Percent of LGBTQ Adults (25+) Raising Children</td>
<td>29%</td>
<td>Gallup/Williams 2019</td>
</tr>
</tbody>
</table>

Tennessee'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 01/06/2024. For full state profile, visit: https://www.lgbtmap.org/equality_maps/profile_state/TN

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**

### Relationship and Parental Recognition

<table>
<thead>
<tr>
<th><strong>Relationship and Parental Recognition</strong></th>
<th><strong>Sexual Orientation</strong></th>
<th><strong>Gender Identity</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Law Exists?</strong></td>
<td><strong>Tally</strong></td>
<td><strong>Law Exists?</strong></td>
</tr>
<tr>
<td><strong>Marriage for Same-Sex Couples</strong></td>
<td>✓ 1/1</td>
<td></td>
</tr>
<tr>
<td><strong>Medical Decision-Making Authority</strong></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td><strong>Stepparent Adoption</strong></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td><strong>Joint Adoption</strong></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td><strong>Second-Parent Adoption</strong></td>
<td>× 0/1</td>
<td></td>
</tr>
<tr>
<td><strong>Confirmary Adoption</strong></td>
<td>× 0/1</td>
<td></td>
</tr>
<tr>
<td><strong>Voluntary Acknowledgement of Parentage</strong></td>
<td>× 0/1</td>
<td></td>
</tr>
<tr>
<td><strong>Family Services Nondiscrimination Laws</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Adoption Nondiscrimination</strong></td>
<td>✓ 0.5/0.5</td>
<td>✓ 0.5/0.5</td>
</tr>
<tr>
<td><strong>Foster Care Nondiscrimination</strong></td>
<td>✓ 0.5/0.5</td>
<td>✓ 0.5/0.5</td>
</tr>
<tr>
<td><strong>Recognition for Parents Using Assisted Reproduction</strong></td>
<td>× 0/1</td>
<td></td>
</tr>
<tr>
<td><strong>State Family Leave Laws</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>LGBTQ-Inclusive Definitions of Spouse/Partner</strong></td>
<td>× 0/0.5</td>
<td></td>
</tr>
<tr>
<td><strong>LGBTQ-Inclusive Definitions of Children/Parents</strong></td>
<td>✓ 0.25/0.5</td>
<td></td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>2.25/7</td>
<td>1/1</td>
</tr>
</tbody>
</table>

**Relationship and Parental Recognition Total**

<table>
<thead>
<tr>
<th><strong>Sexual Orientation</strong></th>
<th><strong>Gender Identity</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>3.25/8</td>
<td></td>
</tr>
</tbody>
</table>
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.

### State Nondiscrimination Laws

<table>
<thead>
<tr>
<th>Nondiscrimination</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>
</tbody>
</table>

| Nondiscrimination Policies for State Employees | 0/0.5 | 0/0.5 |

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

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

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

**Subtotal**

-1/4.5  -2/4.5

**Nondiscrimination Total**

-3/9

*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>Religious Exemption</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>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Religious Exemption</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broad &quot;RFRA&quot; or Religious Exemption Law</td>
<td>NEGATIVE LAW -0.5/-0.5</td>
<td>NEGATIVE LAW -0.5/-0.5</td>
</tr>
<tr>
<td>Targeted Religious Exemption for Child Welfare Services</td>
<td>NEGATIVE LAW -1/-1</td>
<td>NEGATIVE LAW -1/-1</td>
</tr>
<tr>
<td>Targeted Religious Exemption for Medical Professionals</td>
<td>NEGATIVE LAW -1/-1</td>
<td>NEGATIVE LAW -1/-1</td>
</tr>
<tr>
<td>Targeted Wedding Services</td>
<td>0/-0.5  --</td>
<td>0/-0.5  --</td>
</tr>
</tbody>
</table>

**Subtotal**

-2.5/-3.5  -2.5/-2.5

**Religious Exemption Laws Total**

-5/-6

Scores as of 01/06/2024
<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><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>State Curricular Standards Required to Be LGBTQ-Inclusive</td>
<td>0/1</td>
<td>0/1</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>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>NEGATIVE LAW</td>
<td>NEGATIVE LAW</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> State Law Restricts Discussions of &quot;Homosexuality&quot; in Specific School Subjects</td>
<td>No Negative Law</td>
<td></td>
</tr>
<tr>
<td><strong>Negative Law:</strong> State Law Prevents Transgender Students from Participating in Sports Consistent With Their Gender Identity</td>
<td></td>
<td>NEGATIVE LAW</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> State Law Prevents Transgender Students from Using School Facilities Consistent With Their Gender Identity</td>
<td></td>
<td>NEGATIVE LAW</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Forced Outing of Transgender Youth in Schools</td>
<td>0/1</td>
<td></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>1/1</td>
<td>1/1</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>0/5</td>
<td>-2/5</td>
</tr>
</tbody>
</table>

LGBTQ Youth Laws Total: -2/10

Scores as of 01/06/2024
<table>
<thead>
<tr>
<th>Healthcare Laws and Policies</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>Private Health Insurance Nondiscrimination Laws</td>
<td>☒ 0/1</td>
<td></td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Ban on Best Practice Medical Care for Transgender Youth</td>
<td>— —</td>
<td><strong>NEGATIVE LAW</strong></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><strong>NEGATIVE LAW</strong></td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Transgender Inclusive Health Benefits for State Employees</td>
<td>— —</td>
<td><strong>NEGATIVE LAW</strong></td>
</tr>
<tr>
<td>Data Collection</td>
<td>LGBTQ Adults</td>
<td>0/0.5</td>
</tr>
<tr>
<td></td>
<td>LGBTQ Youth</td>
<td>0/0.5</td>
</tr>
<tr>
<td>Subtotal</td>
<td>0/2</td>
<td></td>
</tr>
<tr>
<td><strong>Healthcare Total</strong></td>
<td></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></td>
<td>Law Exists?</td>
<td>Tally</td>
</tr>
<tr>
<td>Hate Crime Law Covering LGBTQ People</td>
<td>☑ 1/1</td>
<td></td>
</tr>
<tr>
<td>Ban on Panic Defense</td>
<td>☒ 0/1</td>
<td></td>
</tr>
<tr>
<td>Jury Service Nondiscrimination</td>
<td>☒ 0/1</td>
<td></td>
</tr>
<tr>
<td><strong>Negative Law:</strong> HIV Criminalization Law</td>
<td><strong>NEGATIVE LAW</strong></td>
<td>-1/-1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Restrictions on Drag Performances</td>
<td><strong>NEGATIVE LAW</strong></td>
<td>-1/-1</td>
</tr>
<tr>
<td>Subtotal</td>
<td>-1/3</td>
<td></td>
</tr>
<tr>
<td><strong>Criminal Justice Total</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Scores as of 01/06/2024
### Ability for Transgender People to Correct Name and Gender Marker on Identity Documents

<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>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>
</tbody>
</table>

**Identity Documents Total**  
-1/4

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### 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><strong>Totals</strong></td>
<td>-2.25/21.5</td>
<td>-10.25/23</td>
<td>-12.5/44.5</td>
</tr>
<tr>
<td><strong>Ratings</strong></td>
<td>NEGATIVE</td>
<td>NEGATIVE</td>
<td>NEGATIVE</td>
</tr>
</tbody>
</table>

Scores as of 01/06/2024
Local Nondiscrimination Ordinances

**SEXUAL ORIENTATION**

- 0% of population fully protected
- % of population only partially protected

**GENDER IDENTITY**

- 0% of population fully protected
- % of population 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).

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

This data was collected in collaboration with the [Equality Federation](https://www.equality.org), [Tennessee Transgender Political Coalition](https://tncourage.com), and [Tennessee Equality Project](https://tennequalityproject.org) and is maintained by MAP.
Local Conversion Therapy Ordinances

CONVERSION THERAPY BANS

LEGEND

State Protections
County Protections
City Protections
No Protections
Protections Banned

0% of population protected

Scores as of 01/06/2024