VERMONT'S EQUALITY PROFILE

Quick Facts About Vermont

<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>5.2%</td>
<td>Gallup/Williams 2019</td>
</tr>
<tr>
<td>Total LGBTQ Population (13+)</td>
<td>30,000</td>
<td>Williams 2020</td>
</tr>
<tr>
<td>Percent of Workforce That is LGBTQ</td>
<td>6%</td>
<td>Census 2018; Williams 2020</td>
</tr>
<tr>
<td>Total LGBTQ Workers</td>
<td>19,000</td>
<td>Williams 2020</td>
</tr>
<tr>
<td>Percent of LGBTQ Adults (25+) Raising Children</td>
<td>23%</td>
<td>Gallup/Williams 2019</td>
</tr>
</tbody>
</table>

Vermont'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 08/30/2022. For full state profile, visit: https://www.lgbtmap.org/equality_maps/profile_state/VT

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>Law Exists?</th>
<th>Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>✔️</td>
<td>1/1</td>
</tr>
</tbody>
</table>

### Second-Parent Adoption for Unmarried Couples

<table>
<thead>
<tr>
<th>Law Exists?</th>
<th>Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>✔️</td>
<td>1/1</td>
</tr>
</tbody>
</table>

### Family Services Nondiscrimination Laws

<table>
<thead>
<tr>
<th>Law Exists?</th>
<th>Tally</th>
<th>Law Exists?</th>
<th>Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>✔️</td>
<td>0.5/0.5</td>
<td>✔️</td>
<td>0.5/0.5</td>
</tr>
<tr>
<td>✔️</td>
<td>0.5/0.5</td>
<td>✔️</td>
<td>0.5/0.5</td>
</tr>
</tbody>
</table>

### Recognition for Parents Using Assisted Reproduction

<table>
<thead>
<tr>
<th>Law Exists?</th>
<th>Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>✔️</td>
<td>1/1</td>
</tr>
</tbody>
</table>

### Recognition of De Facto Parents

<table>
<thead>
<tr>
<th>Law Exists?</th>
<th>Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>✔️</td>
<td>1/1</td>
</tr>
</tbody>
</table>

### State Family Leave Laws

<table>
<thead>
<tr>
<th>Law Exists?</th>
<th>Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>✔️</td>
<td>0.25/0.5</td>
</tr>
<tr>
<td>✔️</td>
<td>0.25/0.5</td>
</tr>
</tbody>
</table>

### Subtotal

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.5/6</td>
<td>1/1</td>
</tr>
</tbody>
</table>

**Relationship and Parental Recognition Total:** 6.5/7
## State Nondiscrimination Laws

<table>
<thead>
<tr>
<th>Law Category</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Law Exists?</strong></td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td>Employment Nondiscrimination Laws’</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Housing Nondiscrimination Laws’</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Public Accommodations Nondiscrimination Laws’</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Credit and Lending Nondiscrimination Laws</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Nondiscrimination Policies for State Employees</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> State Bans Cities and Counties from Passing Nondiscrimination Laws</td>
<td>No Negative Law</td>
<td>0/-1</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>4.5/4.5</td>
<td>4.5/4.5</td>
</tr>
<tr>
<td><strong>Nondiscrimination Total</strong></td>
<td>9/9</td>
<td></td>
</tr>
</tbody>
</table>

* 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>Law Category</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Law Exists?</strong></td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Broad “RFRA” or Religious Exemption Law</td>
<td>No Negative Law</td>
<td>0/-0.5</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Targeted Religious Exemption for Child Welfare Services</td>
<td>No Negative Law</td>
<td>0/-1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Targeted Religious Exemption for Medical Professionals</td>
<td>No Negative Law</td>
<td>0/-1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Targeted Wedding Services</td>
<td>No Negative Law</td>
<td>0/-0.5</td>
</tr>
<tr>
<td>Private Wedding Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>State and Local Officials Providing Marriage Licenses</td>
<td>No Negative Law</td>
<td>0/-0.5</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>0/-3.5</td>
<td>0/-2.5</td>
</tr>
<tr>
<td><strong>Religious Exemption Laws Total</strong></td>
<td>0/-6</td>
<td></td>
</tr>
</tbody>
</table>

*Scores as of 08/30/2022*
## LGBTQ Youth Laws and Policies

<table>
<thead>
<tr>
<th>Nondiscrimination Laws and Policies Covering LGBTQ Students</th>
<th>Law Exists?</th>
<th>Tally</th>
<th>Gender Identity</th>
<th>Law Exists?</th>
<th>Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anti-Bullying Laws and Policies Covering LGBTQ Students</td>
<td>✔</td>
<td>1/1</td>
<td>✔</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>State Curricular Standards Required to Be LGBTQ-Inclusive</td>
<td>✗</td>
<td>0/1</td>
<td>✗</td>
<td>0/1</td>
<td></td>
</tr>
</tbody>
</table>

### Negative Law: "Don't Say Gay" Law Barring or Explicitly Restricting Educators From Discussing LGBTQ People or Issues in Schools
- Law Exists? ✔
- Tally 1/1
- Gender Identity ✔
- Tally 1/1

### Negative Law: State Law Requires Parental Notification of LGBTQ-Inclusive Curricula and Allows Parents to Opt Children Out
- Law Exists? ✔
- Tally 1/1
- Gender Identity ✔
- Tally 1/1

### Negative Law: Laws Banning Local Schools and Districts from Passing LGBTQ Nondiscrimination and/or Anti-Bullying Policies
- Law Exists? ✗
- Tally 0/1
- Gender Identity ✗
- Tally 0/1

### Negative Law: State Law Prevents Transgender Students from Participating in Sports Consistent With Their Gender Identity
- Law Exists? □
- Tally □
- Gender Identity □
- Tally □

### Negative Law: State Law Prevents Transgender Students from Using School Facilities Consistent With Their Gender Identity
- Law Exists? □
- Tally □
- Gender Identity □
- Tally □

### Conversion Therapy Ban Covering LGBTQ Youth
- Law Exists? ✔
- Tally 1/1
- Gender Identity ✔
- Tally 1/1

### Protections for LGBTQ Youth in the Child Welfare System
- Law Exists? ✔
- Tally 1/1
- Gender Identity ✔
- Tally 1/1

### Subtotal
- LGBTQ Youth Laws Total 4/5
- Gender Identity Total 4/5

### LGBTQ Youth Laws Total
- 8/10

Scores as of 08/30/2022
## Healthcare Laws and Policies

<table>
<thead>
<tr>
<th>Law Exists?</th>
<th>Tally</th>
<th>Law Exists?</th>
<th>Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Health Insurance Nondiscrimination Laws</td>
<td>✔️</td>
<td>1/1</td>
<td>✔️</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Ban on Best Practice Medical Care for Transgender Youth</td>
<td></td>
<td></td>
<td>No Negative Law</td>
</tr>
<tr>
<td>Health Insurance Providers Banned from Excluding Coverage for Transgender-Specific Care</td>
<td></td>
<td></td>
<td>✔️</td>
</tr>
<tr>
<td>State Medicaid Policy Related to Coverage for Transgender People</td>
<td></td>
<td></td>
<td>✔️</td>
</tr>
<tr>
<td>Transgender Inclusive Health Benefits for State Employees</td>
<td></td>
<td></td>
<td>✗</td>
</tr>
<tr>
<td><strong>Data Collection</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LGBTQ Adults</td>
<td>✔️</td>
<td>0.5/0.5</td>
<td>✔️</td>
</tr>
<tr>
<td>LGBTQ Youth</td>
<td>✔️</td>
<td>0.5/0.5</td>
<td>✔️</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>2/2</td>
<td>4/4.5</td>
<td></td>
</tr>
</tbody>
</table>

**Healthcare Total** | 6/6.5 |  

## Criminal Justice Laws and Policies

<table>
<thead>
<tr>
<th>Law Exists?</th>
<th>Tally</th>
<th>Law Exists?</th>
<th>Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hate Crime Law Covering LGBTQ People</td>
<td>✔️</td>
<td>1/1</td>
<td>✔️</td>
</tr>
<tr>
<td>Ban on Panic Defense</td>
<td>✔️</td>
<td>1/1</td>
<td>✔️</td>
</tr>
<tr>
<td>Jury Service Nondiscrimination</td>
<td>✗</td>
<td>0/1</td>
<td>✗</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> State Criminalizes Exposure to and/or Transmission of HIV</td>
<td>No Negative Law</td>
<td>0/-1</td>
<td>No Negative Law</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>2/3</td>
<td>2/3</td>
<td></td>
</tr>
</tbody>
</table>

**Criminal Justice Total** | 4/6 |  

Scores as of 08/30/2022
<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>&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>18/20.5</td>
<td>19.5/22</td>
<td>37.5/42.5</td>
</tr>
<tr>
<td>Ratings</td>
<td>HIGH</td>
<td>HIGH</td>
<td>HIGH</td>
</tr>
</tbody>
</table>

Scores as of 08/30/2022
Local Nondiscrimination Ordinances

**SEXUAL ORIENTATION**

- **100%** 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)

**GENDER IDENTITY**

- **100%** 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 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) and [Equality Vermont](https://www.equalityvermont.org) and is maintained by MAP.
Local Conversion Therapy Ordinances

CONVERSION THERAPY BANS

100% of population protected

LEGEND

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

Scores as of 08/30/2022