

Resolution #14

GENDER EXPRESSION NON-DISCRIMINATION ACT (GENDA)

Submitted by: Office and Professional Employees International Union

WHEREAS, GENDA is an act that will provide basic civil rights for transgender New Yorkers by adding gender identity and expression to the already existing New York State human rights law; and

WHEREAS, while currently it is illegal in New York State to discriminate on the basis of age, race, creed, color, national origin, sexual orientation, sex, marital status and other categories in the areas of employment, housing, public accommodations, education and credit, current human rights laws do not explicitly ban discrimination on the basis of gender identity and expression. All New York citizens deserve equal treatment; and

WHEREAS, 13 states and the District of Columbia and over ninety localities across the United States that have passed transgender non-discrimination laws, including New York localities such as the cities of Albany, Buffalo, Ithaca, New York, Rhinebeck (city employees only), Rochester, and the counties of Suffolk and Tomkins. Companies such as AT&T, Liz Claiborne, Corning Inc., General Motors, New York Times and Xerox have taken a stand and adopted policies against transgender discrimination; and

WHEREAS, there are many documented cases where social antagonism against transgender individuals and their families has led to employees being denied a job offer, fired or harassed in the workplace, provided inadequate medical care and otherwise treated as second-class citizens, solely because of their gender identity and expression; therefore be it

RESOLVED, that the New York State AFL-CIO hereby expresses its commitment to basic civil rights for all union members, including those not protected by New York State human rights laws; and be it further

RESOLVED, that the New York State AFL-CIO will support legislation that extends these basic human rights, regardless of an individual's gender identity or expression; and be it further

RESOLVED, that the New York State AFL-CIO call upon the New York State Legislature and the Governor to enact a law to ban discrimination against transgender citizens, and be it finally

RESOLVED, that the New York State AFL-CIO pledge to work aggressively to achieve this goal and urge all delegates to this New York State AFL-CIO Convention to adopt and support this resolution.

- | | |
|---|--|
| <input type="checkbox"/> Adopted | <input type="checkbox"/> Tabled |
| <input type="checkbox"/> Adopted as Amended | <input type="checkbox"/> Precluded by: _____ |
| <input type="checkbox"/> Defeated | <input type="checkbox"/> Referred to: _____ |