

## Union Resolution on GENDA

GENDA is a bill that provides basic civil rights for transgender New Yorkers by adding gender identity and expression to the already existing New York State human rights law.

- *Gender identity and expression* refer to the way people self-identify and present their masculinity and/or femininity to the world, including external characteristics and behaviors such as dress, hair style, name and pronoun use.
- *Transgender* is an umbrella term used to designate a community of people who live a significant part of their lives outwardly expressing their gender in a way that differs from their birth sex. This includes people who have undergone medical procedures to change their sex, such as hormone therapy or surgeries, and those who have not.

**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 law does not explicitly ban discrimination on the basis of gender identity and expression. All New Yorkers deserve equal treatment and an equal playing field; and

**Whereas,** There are 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 like the City of Albany, City of Binghamton, City of Buffalo, City of Ithaca, New York City, Rhinebeck (city employees only), City of Rochester, Suffolk, Westchester and Tompkins County. Even large unionized companies like AT&T, Con Ed, Liz Claiborne, Consolidated Edison Co., Corning Inc., General Motors, the *New York Times*, and Xerox have taken a stand and passed 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 from a job, harassed in the workplace, given inadequate medical care and otherwise treated as second-class citizens solely because of their gender identity and expression.

**Therefore, be it resolved:** We join the New York State AFL-CIO in affirming the labor movement's commitment to basic civil rights for all union members, including our members not currently protected by New York State human rights laws; and

**Be it also resolved:** We will support legislation that extends these basic human rights, regardless of an individual's gender identity or expression; and

**Finally, be it resolved:** We call on the New York State legislature and governor to enact a law to ban discrimination against transgender New Yorkers, and we will actively work to achieve that goal.

We will make it a legislative goal to ensure that all members enjoy equal rights and benefits and will determine where New York State elected officials stand on this issue prior to elections.