March 30, 2016

President Barack Obama
1600 Pennsylvania Avenue
Washington, DC 20500

Re: North Carolina House Bill 2 and Departmental Guidance

Dear Mr. President:

We write in regard to North Carolina House Bill 2 passed by the state legislature and signed into law this week. This discriminatory and ill-conceived legislation stripped municipal protections for LGBT people across the state and directly targets transgender and intersex people, particularly transgender, intersex, and gender nonconforming youth, as well as anyone else using a public building, forcing these individuals to use restrooms and other facilities inconsistent with their gender identity. We appreciate the strong statement by the White House against this harmful law. This law highlights the need for clear guidance from the Department of Education for local school districts regarding their obligations under Title IX, as well as for other public agencies covered by federal sex discrimination laws.

State legislators have used this hateful law to further a hostile, anti-LGBT agenda in North Carolina on the backs of some of our community’s most vulnerable – our school children. Your administration has made it clear that every student including those who are transgender and gender nonconforming has the right to attend school safely without fear of bullying or harassment. In fact, the Departments of Education and Justice have enforced Title IX protections that prohibit discrimination on the basis of gender identity or sex stereotyping as unlawful sex discrimination under the statute. Your administration has recognized that transgender and gender non-conforming students face an increased risk for bullying, harassment, and the emotional and educational consequences that accompany it.

By implementing strong policies at the Departments of Education, Housing and Urban Development, Health and Human Services, and Labor, your administration has taken real steps to ensure that LGBT people have protection from discrimination in federally-supported services and programs and can report and combat mistreatment in schools, emergency shelters, job centers, and in hospitals. This radical law threatens to undermine the essential progress your administration has made to improve the lives of LGBT people across the nation and the globe.

Beyond these policies, your legacy will be defined by the tone you have set and the personal leadership you have shown on these issues. From your heartfelt “It Gets Better” video to your clear support for marriage equality and workplace protections, LGBT young people and their parents have come to look to your administration for leadership and hope.
However, too many students – including every single transgender, intersex, and gender nonconforming student in North Carolina – will go to sleep tonight dreading the next school day. Not because of homework assignments missed or chemistry labs gone awry, but because of fear for their safety simply because of who they are. These students and their families are depending on your continued leadership and they cannot wait. Please direct your Administration to issue clear guidance regarding access to public facilities under the range of federal sex discrimination laws implicated by HB 2.

Sincerely,

National Organizations:

Advocates for Youth
AIDS United
American Association of University Women (AAUW)
American Civil Liberties Union
American Psychological Association
Anti-Defamation League
Athlete Ally
Believe Out Loud
BiNet USA
Casa de Esperanza
Center for Black Equity
Center for Women Policy Studies
CenterLink: The Community of LGBT Centers
Champion Women
Consortium of Higher Education LGBT Resource Professionals
Equality Federation
FORGE, Inc.
Freedom for All Americans
Freedom to Work
Girls Inc.
GLMA: Health Professionals Advancing LGBT Equality
GLSEN
Harvey Milk Foundation
Human Rights Campaign
interACT: Advocates for Intersex Youth
Japanese American Citizens League
Lambda Legal
The Leadership Conference on Civil and Human Rights
League of United Latin American Citizens
Movement Advancement Project
National Alliance for Partnerships in Equity (NAPE)
National Alliance to End Sexual Violence
National Association of Social Workers
National Black Justice Coalition
National Center for Lesbian Rights
National Center for Transgender Equality
National Coalition Against Domestic Violence
National Council of Jewish Women
National Education Association
National Latina Institute for Reproductive Health
National LGBTQ Task Force Action Fund
National Resource Center on Domestic Violence
National Women's Law Center
NMAC
PFLAG National
RAD Remedy
Secular Coalition for America
Sexuality Information and Education Council of the U.S. (SIECUS)
Still Standing
Stop Sexual Assault in Schools
The Trevor Project
The UnSlut Project
Transgender Law Center
Union for Reform Judaism
Women of Color Network, Inc.
Women of Reform Judaism
YWCA USA

State and Local Organizations:

Identity, Inc.  Alaska
1N10, Inc.  Arizona
California Coalition Against Sexual Assault  California
Equality California  California
Los Angeles LGBT Center  California
North San Diego County LGBTQ Resource Center  California
Pasadena Pride Center  California
Sacramento LGBT Community Center  California
San Francisco Lesbian Gay Bisexual Transgender Community Center  California
San Gabriel Valley Pride, Inc.  California
South Bay LGBT Center - Torrance California  California
Clear Skies Psychological Services  Colorado
Colorado Coalition Against Sexual Assault  Colorado
One Colorado  Colorado
The GLBT Community Center of CO  Colorado
Connecticut Alliance to End Sexual Violence (formerly CONNSACS)  Connecticut
Triangle Community Center  Connecticut
ALSO Youth, Inc.  Florida
Equality Florida  Florida
LGBT Visitor Center  
Pridelines  
Equality Illinois  
Fairness Campaign  
Pride Community Services Organization  
Forum for Equality  
EqualityMaine  
Maine Coalition Against Sexual Assault  
PFLAG Salisbury  
MassEquality  
Equality Michigan  
Kalamazoo Gay Lesbian Resource Center  
OutCenter  
Ruth Ellis Center, Inc.  
The Counseling Center for Women  
Bisexual Organizing Project (BOP)  
Minnesota Coalition Against Sexual Assault (MNCASA)  
OutFront Minnesota  
PROMO  
Montana Gay Men's Task Force  
Montana Two Spirit Society  
Western Montana LGBT Community Center  
Outlinc - Lincoln’s Gay and Transgender Community Center  
Garden State Equality  
The Pride Center of New Jersey  
Equality New Mexico  
Brooklyn Community Pride Center  
Harlem SGL/LGBTQ Center  
LGBT Citywide Committee of the New York City Department of Health and Mental Hygiene  
New York Association for Gender Rights Advocacy (NYAGRA)  
Pride Center of Staten Island, Inc.  
Rainbow Heights Club  
Saperia Consulting  
The LOFT: LGBT Community Services Center  
AAUW of North Carolina  
Equality North Carolina  
NC Coalition Against Sexual Assault  
North Star LGBT Community Center  
SweeneyPsych, PLLC  
A.L.I.V.E., INC  
Equality Ohio  
Kaleidoscope Youth Center
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