

EQUALITY ACT

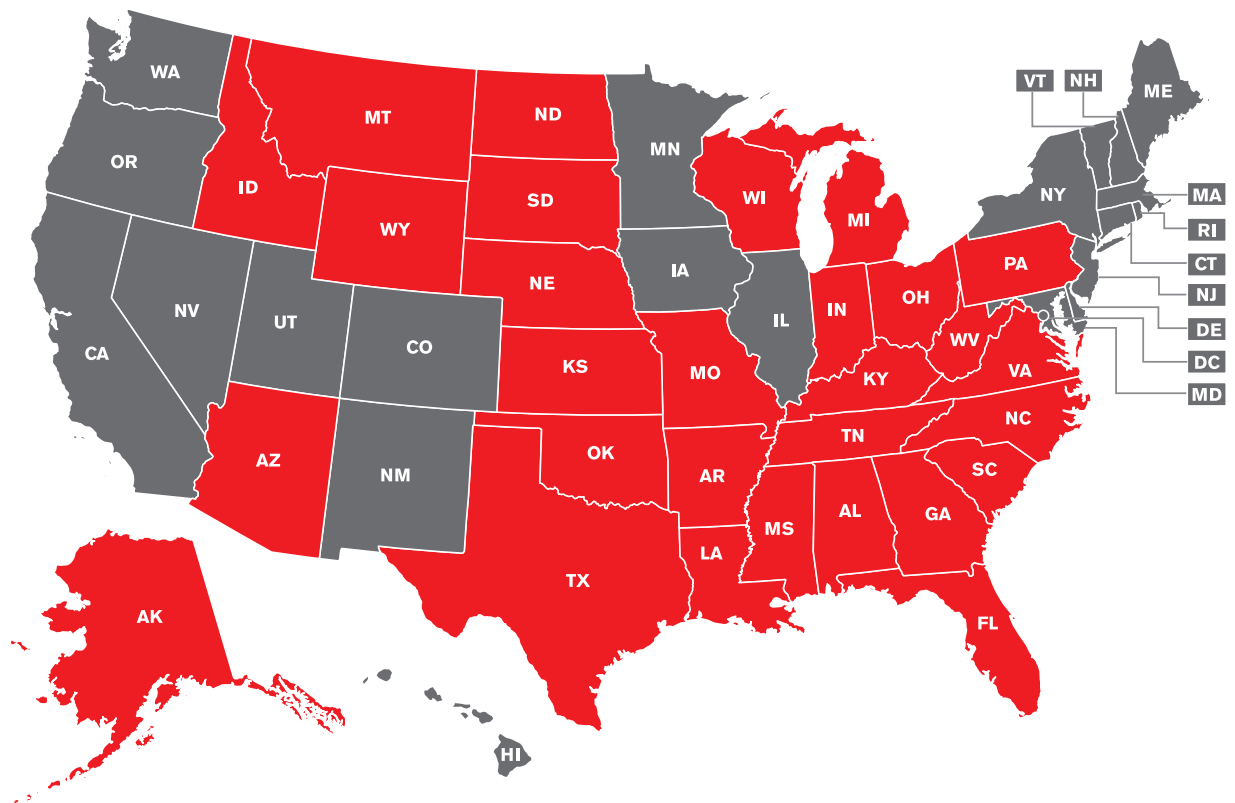
WHAT IS THE EQUALITY ACT?


The Equality Act would provide consistent and explicit non-discrimination protections for LGBTQ people across key areas of life, including employment, housing, credit, education, public spaces and services, federally funded programs, and jury service.

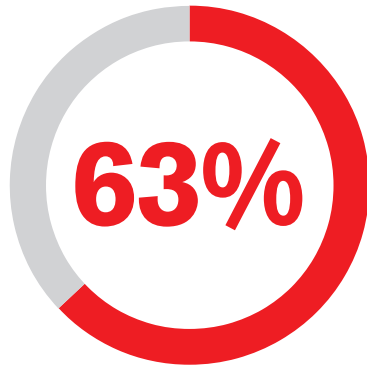
The Equality Act would amend existing civil rights law — including the Civil Rights Act of 1964, the Fair Housing Act, the Equal Credit Opportunity Act, the Jury Selection and Services Act, and several laws regarding employment with the federal government — to explicitly include sexual orientation and gender identity as protected characteristics. The legislation also amends the Civil Rights Act of 1964 to prohibit discrimination in public spaces and services and federally funded programs on the basis of sex.

Additionally, the Equality Act would update the public spaces and services covered in current law to include retail stores, services such as banks and legal services, and transportation services. These important updates would strengthen existing protections for everyone.

Decades of civil rights history show that civil rights laws are effective in decreasing discrimination because they provide strong federal remedies targeted to specific vulnerable groups. By explicitly including sexual orientation and gender identity in these fundamental laws, LGBTQ people will finally be afforded the exact same protections as other covered characteristics under federal law.

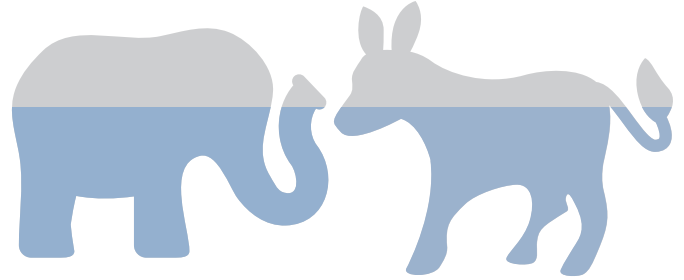


 States that lack explicit protections against employment and housing discrimination on the basis of both sexual orientation and gender identity.



The percent of LGBTQ Americans who report experiencing discrimination in their everyday lives. Of those who have experienced discrimination, **nearly half have experienced discrimination** in the workplace. 14 percent reported discrimination in housing and 8 percent reported discrimination while in the education system. (GQR Poll, 3/17/15)

SUPPORT FOR NON-DISCRIMINATION UNITES THE COUNTRY.



70% SUPPORT

The nonpartisan Public Religion Research Institute (PRRI) found that nationally, support for a bill like the Equality Act topped 70 percent, which includes a majority of Democrats, Republicans, and Independents.

HRC's Business Coalition for the Equality Act includes **165 companies** that

EMPLOY OVER

8.7

MILLION
WORKERS IN THE U.S.

HAVE COMBINED
REVENUE THAT EXCEEDS

\$3.8

TRILLION

HAVE OPERATIONS IN ALL

50

STATES

LEADING AMERICAN COMPANIES ENDORSE THE EQUALITY ACT

A number of leading American corporations, including **Amazon.com Inc., American Airlines, Apple Inc., AT&T Inc., Cardinal Health Inc., The Coca-Cola Co., Corning Inc., Cummins Inc., The Dow Chemical Co., Gap Inc., General Electric Co., General Motors Co., IBM Corp., Intel Corp., Levi Strauss & Co., Lyft Inc., Microsoft Corp., Nike Inc., Oracle Corp., Pfizer Inc., Procter & Gamble Co., Qualcomm Inc., Salesforce, Symantec Corp. and Target Corp.** are prominent members of the HRC Business Coalition for the Equality Act.

(as of March 12, 2019)