### I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

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#### Employment
- PTS for Sexual Orientation
- PTS for Gender Identity
- BONUS: Inclusive Workplace

#### Housing
- PTS for Sexual Orientation
- PTS for Gender Identity

#### Public Accommodations
- PTS for Sexual Orientation
- PTS for Gender Identity

**Score:** 30 out of 30

### II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTQ employees equally.

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#### Non-Discrimination in City Employment
- PTS for Sexual Orientation
- PTS for Gender Identity

#### Transgender-Inclusive Healthcare Benefits
- PTS for Sexual Orientation
- PTS for Gender Identity

#### City Contractor Non-Discrimination Ordinance
- PTS for Sexual Orientation
- PTS for Gender Identity

**Score:** 20 out of 24

#### BONUS: Inclusive Workplace
- +2

### III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ constituents are included in city services and programs.

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#### Human Rights Commission
- PTS for Sexual Orientation
- PTS for Gender Identity

#### LGBTQ Liaison in City Executive’s Office
- PTS for Sexual Orientation
- PTS for Gender Identity

#### Enumerated Anti-Bullying School Policies
- PTS for Sexual Orientation
- PTS for Gender Identity

**Score:** 16 out of 16

#### BONUS: Inclusive Workplace
- +2
- +2

### IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ community in a thoughtful and respectful way.

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#### LGBTQ Police Liaison or Task Force
- PTS for Sexual Orientation
- PTS for Gender Identity

#### Reported 2015 Hate Crimes Statistics to the FBI
- PTS for Sexual Orientation
- PTS for Gender Identity

**Score:** 22 out of 22

### V. Relationship with the LGBTQ Community

This category measures the city leadership's commitment to fully include the LGBTQ community and to advocate for full equality.

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#### Leadership’s Public Position on LGBTQ Equality
- PTS for Sexual Orientation
- PTS for Gender Identity

#### Leadership’s Pro-Equality Legislative or Policy Efforts
- PTS for Sexual Orientation
- PTS for Gender Identity

**Score:** 8 out of 8

#### BONUS: Openly LGBTQ Elected or Appointed Municipal Leaders
- +2
- +2

#### BONUS: City Tests Limits of Restrictive State Law
- +0
- +4

**Total Score:** 96 + Total Bonus 16 = Final Score 100

**Final Score:** 100

CANNOT EXCEED 100