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**

**Housing**

**Public Accommodations**

**SCORE** 12 out of 18

II. Relationship Recognition*
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

* This city is subject to the jurisdiction of a federal circuit court that has ruled bans on marriages between two persons of the same sex are unconstitutional. However, as of the time of publication, marriages are not yet legally taking place in this jurisdiction.

Marriage, Equality Civil Unions, or Domestic Partnerships

Domestic Partner Registry

**SCORE** 12 out of 12

III. Municipality as Employer
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

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**Non-Discrimination in City Employment**

**Domestic Partner Health Benefits**

**Transgender-Inclusive Healthcare Benefits**

**Legal Dependent Benefits**

**Equivalent Family Leave**

**City Contractor Non-Discrimination Ordinance**

**City Contractor Equal Benefits Ordinance**

**SCORE** 13 out of 29

BONUS Grossing Up of Employee Benefits

BONUS Inclusive Workplace

IV. Municipal Services
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

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**Human Rights Commission**

**LGBT Liaison to City Executive**

**Enumerated Anti-Bullying Policies**

**SCORE** 6 out of 15

BONUS NDO enforcement by Commission/Executive

BONUS City provides services to/supports LGBT youth

BONUS City provides services to/supports LGBT homeless

BONUS City provides services to/supports LGBT elder

BONUS City provides services to/supports people living with HIV/AIDS

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

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**LGBT Police Liaison or Task Force**

**Reported 2012 Hate Crimes Statistics to the FBI**

**SCORE** 10 out of 18

VI. Relationship with the LGBT Community
This category measures the city leadership’s commitment to fully include the LGBT community and to advocate for full equality.

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**Leadership’s Public Position on LGBT Equality**

**Leadership’s Pro-Equality Legislative/Policy Efforts**

**SCORE** 2 out of 8

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City tests limits of restrictive state law

**TOTAL SCORE 55 + TOTAL BONUS 5 = Final Score 60**