FORT COLLINS, COLORADO
2014 MUNICIPAL EQUALITY INDEX SCORECARD

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.

Employment
Housing
Public Accommodations

SCORE 18 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.

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.

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 +2
BONUS Inclusive Workplace +2

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

Human Rights Commission
LGBT Liaison to City Executive
Enumerated Anti-Bullying Policies

SCORE 10 out of 15

BONUS NDO enforcement by Commission/Executive +3
BONUS City provides services to/supports LGBT youth +2
BONUS City provides services to/supports LGBT homeless +2
BONUS City provides services to/supports LGBT elderly +2
BONUS City provides services to/supports people living with HIV/AIDS +2

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.

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.

Leadership’s Public Position on LGBT Equality
Leadership’s Pro-Equality Legislative/Policy Efforts

SCORE 0 out of 8

BONUS Openly LGBT elected or appointed municipal leaders +3
BONUS City tests limits of restrictive state law +2

TOTAL SCORE 63 + TOTAL BONUS 2 = Final Score 65
CANNOT EXCEED 100