**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.

<table>
<thead>
<tr>
<th>State</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**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.

<table>
<thead>
<tr>
<th>State</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**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.

<table>
<thead>
<tr>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Score:** 20 out of 29

**BONUS**

- Grossing Up of Employee Benefits
- Inclusive Workplace

**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
- City provides services to/supports LGBT youth
- City provides services to/supports LGBT homeless
- City provides services to/supports LGBT elderly
- 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.

<table>
<thead>
<tr>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**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
- City tests limits of restrictive state law

**Total Score:** 70 + **Total Bonus:** 5 = **Final Score:** 75

*CANNOT EXCEED 100*