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.

### I. Non-Discrimination Laws

<table>
<thead>
<tr>
<th></th>
<th>STATE</th>
<th>COUNTY</th>
<th>CITY</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Housing</td>
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</tr>
<tr>
<td>Public Accommodations</td>
<td>0</td>
<td>0</td>
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</tbody>
</table>

**Score:** 15 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.

- Non-Discrimination in City Employment
- Transgender-Inclusive Healthcare Benefits
- City Contractor Non-Discrimination Ordinance

**Score:** 6 out of 24

**Bonus:** Municipality is a Welcoming Place to Work

### III. Municipal Services

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

- Human Rights Commission
- LGBTQ Liaison in the Mayor’s Office
- Enumerated Anti-Bullying School Policies

**Score:** 5 out of 16

**Bonus:**
- Enforcement mechanism in Human Rights Commission
- City provides services to LGBTQ youth
- City provides services to LGBTQ homeless
- City provides services to LGBTQ elderly
- City provides services to people living with HIV/AIDS
- City provides services to the transgender community

### 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.

- LGBTQ Police Liaison or Task Force
- Reported 2014 Hate Crimes Statistics to the FBI

**Score:** 12 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.

- Leadership’s Public Position on LGBTQ Equality
- Leadership’s Pro-Equality Legislative or Policy Efforts

**Score:** 0 out of 8

**Bonus:**
- Openly LGBTQ elected or appointed municipal leaders
- Cities are pro-equality despite restrictive state law

**Final Score:** 38

TOTAL SCORE + TOTAL BONUS = Final Score

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION + PTS FOR GENDER IDENTITY

For more information about city selection, criteria or the MEI Scoring System, please visit hrc.org/mei. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city’s scorecard, please email mei@hrc.org.