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THE TRUTH

ABOUT TRANSGENDER PROTECTIONS IN THE U.S.

135 MILLION AMERICANS ARE COVERED BY STATE & LOCAL LAWS PROTECTING TRANSGENDER PEOPLE FROM DISCRIMINATION IN PUBLIC PLACES

THAT'S **42%** OF AMERICANS



THESE POLICIES HAVE BEEN IN PLACE FOR DECADES, DATING BACK TO **1975**

In **100+ MAJOR AMERICAN CITIES** like



and **18 STATES** and the District of Columbia including



AND AT LEAST **2.4 MILLION EMPLOYEES**

are covered at major U.S. healthcare facilities

AND AT LEAST **28 MILLION EMPLOYEES**

are covered at major U.S. companies



State	State Based Marketplace	Deadline for 2018 Coverage
California	Covered California	January 31, 2018
Colorado	Connect for Health Colorado	January 12, 2018
Connecticut	Access Health CT	December 22, 2017
District of Columbia	DC Health Link	January 31, 2018
Idaho	Your Health Idaho	December 15, 2017
Maryland	Maryland Health Connection	December 15, 2017
Massachusetts	Health Connector	January 23, 2018
Minnesota	MNSure	January 14, 2018
New York	NY State of Health	January 31, 2018
Rhode Island	Health Source RI	December 31, 2017
Vermont	Vermont Health Connect	December 15, 2017
Washington	Washington Health Plan Finder	January 15, 2018

Source: ACAsignups.net

And the number of companies that HRC gave scores also was in this year, from 402 the year after 446 this year. The results, published in 1981, showed that only 41 percent said they did not discriminate according to sexual orientation. Full meals, which are shown as the natural and organic supermarket of natural and organic foods, "was raised from a 57-point score for two consecutive years to 95 this year. YES It faces a dilemma about whether to go to Kmart, Target, or Wal-Mart, Wal-Mart's LGBT consumers, achieved Politically, the Kmart will choose (which was 100 100) or objective (with a respectable 80 that He puts it in the highest classification of HRC. "Fresh zone à, ~) instead of Wal-Mart (in the yellow zone with 65). (And both lost re-election earlier this month). But the company has also contributed to the US Congressman. UU Congressman Barney Frank each year from at least 2003. But in a month, after listening to HRC, the Gay National Working Group and Lesbian, and other gay groups, Ford issued a statement that indicates that it would continue and expand its publicity to the gay community. CHRC based their scores on the responses provided by the company to a survey sent in February. Levi Strauss is now considered one of the most friendly companies for gays and scored a perfect 100 at the HRC corporate scorecard for 2006. But some of the corporations that the worst track records in gay equality had, then, Like the Levi Strauss company ", " Your full turns. The decision becomes more easier when it comes to Tanking at the service station: Exxon and Mobile (also known as ExxonMobil) are alone in a kind of "Don Buy Here red zone: rated a zero score - down 14 of the past year. Just stay away from Alka Seltzer (15). Barbie Up, G.I. Joe. down. Much of the impulse arose from responding positively to the new questions, but it also came from his new willingness to support a group of gay employees and to add government identity to their non-. discrimination" n. And if all this decision making makes you feel bad about the stomach, do not worry: Both Roloids and Tums write up perfect. The Ford Motor Corporation continues to qualify for a perfect 100, even though the last year, few days after HRC published its guide of buyers, they began to circulate reports that Ford had reached a secret agreement with the anti-Gay American Family Association to stop advertising on gay publications. BORDERS Libraries are alone in their equal rating à € "a perfect 100." Microsoft, which was involved in problems with their homosexual employees and consumers at the beginning of last year after reports that I was going To remain "neutral" with respect to the draft Civil Rights of the Homosexuals of the State of Washington, he obtained 100 points last year and this year. Federal Express and UPS are below, but UPS is higher. Yes, it is back; the annual guide of human rights campaign «Buy for equality» is a list of more than 1,000 branded products and how the companies that produce them qualify in terms of What they do to guarantee «a fair treatment» to your LGBT employees. Companies are classified on a scale of zero to 100, being 100 "perfect" punctuation, based on 11 criteria (compared to seven of the past year) related to its non-discrimination, benefits, advertising and donations Benà Ficas. Coca-Cola is ready. But his Corporate Policy Account Committee contributed to the re-election campaigns of notoriously anti-gay legislators such as Senators George Allen, Republican of Virginia, and Conrad Burns, Republican de Mont, who obtained the worst possible score of zero in the Legislative marker of the HRC in the past session. The PAC money does not take into account and, as in previous years, the HRC score system does not take into account if a political action committee of nu nu nanoicroporp elbitsubmoc ed sabmob s;Àmed sal sadot isac .otnat sartneIM .ozÀa etse odaborpa euf euq .latatse yel ed oteyorp la oyopa us oid etnemlanif aÀ±Àapmoc aL .selauxesomoh sol a selitsoh u selbagima selauxesomoh sotadidnac a orenid atropa n³Aicaroprocc alternative. The biggest change of criteria À and perhaps the reason why so many companies' scores fellÀ" was the addition ³ two questions (10 points) about employers' sensitivity to transgender people and two questions (10 points) to determine how much benefits were equal for employees with same-sex partners, compared to employees with heterosexual ³. McDonaldà s is the only fast food place that has a score ³ (85). DominoÀÈÀ s Pizza (in the red zone with a 45) is the only supplier of pizza delivery to your classified door; the guÀa suggests LGBT consumers make their own home with KraftÀÈÀ s DiGiorno. The company American Express got a perfect 100 in corporate workplace criteria, as it has since 2004. Ben & JerryÀÈÀ s, the famous Vermont ice cream makers that have an international reputation for their progressive corporate policies, dropped from a rating ³ 71 in 2005 to a rating ³ 50 this year. Because many corporations simply did not respond to the survey, LGBT consumers cannot always make comparative purchases. However, the number of companies that responded increased from 236 this year to 318 this year. Just in time to help LGBT consumers with their Christmas shopping, the Human Rights Campaign has just published its annual guide on how ³ vote with its ³, and there have been some changes since last year. Toys R Us has dropped from 57 last year to 45 this year. Monitoring Gay Equality Gay organizations have tried to track business relations with the gay community since 1976, when the National Working Group on Gays and Lesbians launched the first national survey of U.S. companies on gay-related issues. Twenty of the 21 points was due to a zero score on the new questions. The guide is widely distinguishing companies that compete between Sä. Ben and Jerry ice cream has come down. The collective spending power of that LGBT LGBT based on data from the Bureau of Labor Statistics, is about \$641 billion in 2006. At that time, the group sent surveys to 850 companies, but only received responses from 238. The HRC doubled the number of companies to which it sent the survey to 1,520, compared to 755 last year. Commission on Human Rights Shopping Guide The 36-page guide of the Commission on Human Rights entitled "Buying for Equality 2007" is available online at and can be ordered in hard copy by calling the Commission on Human Rights Telephone (202) 628-4160. As in previous years, the guide has its limits. Whole Foods is upstairs, Kroger's downstairs. For example, LGBT consumers who are looking for electronic gifts for themselves or their loved ones will almost certainly be attracted to the Best Buyà2à2à2100 rating, compared to Radio Shackà2 40 or Circuit Cityà2 55. The percentage of companies that responded to the survey decreased "only 21% responded this year, compared to 31% in 2005. Bob Witeck, a marketing specialist working with HRC, estimated the size of the LGBT consumer market at between six and seven percent of all American adults (about 15 million people), based on a sampling conducted through the Harris survey over the past six years.

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