



LGBTQ+ RIGHTS



EDUCATION

The Education Amendment of '72 states in Title IX that discrimination based on sex is banned in public schools. SCOTUS proclaimed in '20 (Bostock v. Clayton County) that discrimination based on gender identity & sexual orientation falls under the scope of Title IX and is therefore banned. This law mandates public schools to respond to harassment based on looks or behaviors that don't conform to gender stereotypes.



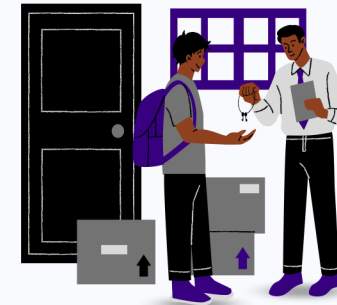
WORK

Any employer with 15 or more employees cannot discriminate based on sex as stated in Title VII or the '64 Civil Rights Act. Some courts have ruled that sexual orientation and gender identity fall under the scope of sex. If you do encounter discrimination, file a complaint with U.S. Equal Employment Opportunity Commission (EEOC). Documenting everything you can is very important. Documentation of the discrimination will be vital to your case.



HOUSING

It's prohibited for the majority of landlords to discriminate sex, orientation, and gender identity under the Federal Fair Housing Act. State and local laws may prohibit it as well. Discriminating due to HIV/AIDS, whether perceived or real, is prohibited under FHA's protections for disability discrimination. Providers that receive funding from HUD, or loans from FHA, and lenders insured by FHA must abide by HUD's equal access rule which bans these types of discrimination.



DOCUMENT ANY INTERACTION TO HELP PROVE YOUR CLAIM.

REACH OUT FOR SUPPORT
  
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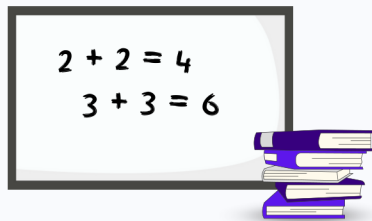
TEACHERS

HOW CAN I ADVOCATE FOR MY LGBTQ+ STUDENTS?

As employees, educators' free speech rights are more limited than those of students. You have the strongest protections when you are speaking off school time as private citizens on matters of public concern. That means that educators generally have the right to advocate for the rights of their LGBTQ+ students when they are off duty, for example, by attending a protest or a school board meeting.

But when educators are performing their duties as school employees, school districts have the right to set policies around what teachers say in the classroom, what curriculum to use, and what to display.

Talk to your principal about the importance of making sure that all students, including your LGBTQ+ students, feel seen and supported in your school and classroom and ways that the school can make sure this happens. Acting together with other educators and involving your union can greatly strengthen your advocacy for inclusive classrooms, school practices and curriculum.



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BATHROOMS

Bathrooms at this time are a highly discussed topic, as I'm sure you've noticed, and there is lots of debate about them. Most courts that have addressed this issue have come out in favor of transgender people. Some private businesses, universities, and other privately owned places have switched to universal gender bathrooms. Unfortunately if it's a private business that is against this kind of thing, you are extremely limited with your options.



IDENTIFICATION

Legally there is no obligation to have consistent gender markers on your official documents. You may have several confused people, but generally you explain and you are on your way. You no longer have a legal obligation to provide medical documentation to establish or update your gender designation on your US passport. You only have to fill out a passport application (typically a DS-11 form) and check the gender you identify as.

