

# NEW YORK STATE HUMAN RIGHTS LAW: Fighting Discrimination Against Transgender & Gender-Nonconforming New Yorkers



*Transgender and gender-nonconforming people have long suffered discrimination, harassment, and violence at far higher rates than the general population because of their gender identities and gender expression. After decades of advocacy, the legal landscape is finally recognizing transgender and gender-nonconforming people as a class that deserves protection under the law.*

In January 2016, the New York State Division of Human Rights issued a new regulation to clarify that the New York State Human Rights Law protects transgender and gender-nonconforming people in the following ways:

## Sex Discrimination

is treating someone differently or negatively because of their gender identity, gender expression & transgender status

## Sexual Harassment

is harassment based on a person's gender identity or transgender status

## Disability Discrimination

is discrimination based on a person's gender dysphoria

## The Human Rights Law protects people in five major areas of life:

### EMPLOYMENT



If the employer has at least 4 employees or if you are a domestic worker

### HOUSING



Private or public

### EDUCATION



Private, non-religious, tax-exempt schools only

### ACCESS TO CREDIT



Such as credit cards, student loans, car loans, mortgages, etc.

### PUBLIC ACCOMMODATIONS



Such as restaurants & bars, retail stores, public transportation & transit centers, public libraries, hotels, theaters, food banks, homeless & DV shelters, pharmacies, hospitals, ER rooms, clinics or any other place that's accessible to the general public

If you believe that you have experienced discrimination or harassment in any of these protected areas of life because you are transgender or gender-nonconforming, and the discrimination or harassment occurred within the past year, then you may have a legal claim under the Human Rights Law. For more information, please contact:

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(Pronouns: he, him, his)  
LGBT Rights Project  
Empire Justice Center  
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