



CALL TO ACTION

Support Protections for Trans & Gender-Nonconforming (TGNC) New Yorkers

On Nov. 4, 2015, at Governor Cuomo's direction, the **New York State Division of Human Rights (DHR)**, the executive agency that **enforces the NYS Human Rights Law (HRL)**, proposed a **new regulation that interprets the existing HRL to protect TGNC people** in two important ways:

- 1) That **gender identity** and **the status of being transgender** are included under the definition of **"sex"**
- 2) That **gender dysphoria** is included under the definition of **"disability"**

Note: Disability protections provide a powerful legal framework for addressing TGNC discrimination.

(Entire proposed regulation can be read here at pp. 21-23: <http://docs.dos.ny.gov/info/register/2015/november4/pdf/rulemaking.pdf>)

The public has **until Monday, December 21 at 5 PM** to submit comments to the DHR in support of the proposed regulation, but **we encourage you to submit them now**. After reviewing the comments, the DHR will likely issue a final version of the regulation within a few weeks or months.

❖ How to Support the Proposed Regulations

ANYONE can and should submit a comment in support of the proposed regulation **by Monday, December 21 at 5PM!**

- **By Mail:** Caroline J. Downey, General Counsel, DHR, One Fordham Plaza, 4th Floor, Bronx, NY 10458 (Note: they must *receive* your comment by Dec. 21 at 5pm.)
 - **By Phone:** (718) 741-8402
 - **By Email:** cdowney@dhr.ny.gov
- **The length and complexity of your comment is entirely up to you** – it can be a very simple story or can cite research and statistics, but either way it's always a good idea to make it personal to you and your experience with these issues and communities!
- **Here is a very simple model comment, in case you find it helpful:**

My name is [preferred name], and I am [a TGNC person, friend/family member/ally/colleague of a TGNC person, a medical/legal/social service provider, etc.]. I live in [city/town, county]. I strongly support the Division of Human Rights' proposed regulation that clarifies how the Human Rights Law protects people based on their gender identity, gender expression, transgender status, and gender dysphoria diagnosis. Discrimination and harassment in employment, housing, education, access to credit, and public accommodations prevents many transgender and gender-nonconforming people from living full, healthy, and happy lives across New York State. **[Share a brief personal story and reflect on how this new regulation will be beneficial to you or someone you know].**

❖ Questions?

Join our **COMMUNITY INFO CONFERENCE CALL** to learn more about the proposed regulation and comment process:

- **11am-12pm, Wed. Dec. 9, or 6pm-7pm, Tues. Dec. 15** – the same info will be covered in both calls!
 - For both calls, dial toll-free **(800) 501-8979**, then enter access code **2756703#**
 - Please email questions and concerns ahead of time or during the call to NYSTransAdvocates@gmail.com
- If we don't answer your question during the call, we will respond to you separately ASAP

Also, feel free to contact these advocates directly for more information:

Juli Grey-Owens juliowens1@aol.com

Noah Lewis nlewis@transcendlegal.org

Milo Primeaux mprimeaux@empirejustice.org

Rev. Moonhawk River Stone HawkRStone@aol.com