



County of Orange

STANDING IN SOLIDARITY WITH TRANSGENDER, GENDER NON- CONFORMING AND NON-BINARY INDIVIDUALS

By the authority of the Orange County Board of Supervisors, the following resolution is hereby issued:

WHEREAS, all transgender, gender non-conforming, and non-binary individuals in Orange County, inclusive of children and youth, should be able to attend school, work, and access housing in a safe and inclusive environment free from discrimination; and

WHEREAS, history has shown that civil rights laws are effective in contributing to such environments, the California Fair Employment and Housing Act (FEHA) and Title VII of the Federal Civil Rights Act (Title VII) make it illegal for an employer to fire, demote, fail to hire, fail to promote, harass, or otherwise discriminate against (such as by paying a lower wage or denying benefits that other workers receive) because of sexual orientation, gender identity, and/or gender expression; and

WHEREAS, the lack of awareness and understanding of issues facing transgender, gender non-conforming and non-binary individuals has contributed to a higher rate of isolation, depression, and suicidal ideations or attempts; and

WHEREAS, education regarding transgender, gender non-conforming and non-binary issues increases understanding and cultivates acceptance of and respect for transgender, gender non-conforming and non-binary individuals; and

WHEREAS, harassment and bullying policies that specifically mention sexual orientation, gender identity, and gender expression are associated with: individuals feeling more safe, lower levels of bullying, decreased incidents of harassment, increase overall local community intervention and inclusion, and a greater reporting of incidents; and

WHEREAS, the Orange County Board of Supervisors supports current California Fair Employment and Housing Act (FEHA) and Title VII of the Federal Civil Rights Act (Title VII) regarding guidance and protecting all transgender, gender non-conforming, and non-binary individuals ensuring their equal access to employment, housing, education and to public spaces; and

NOW, THEREFORE, BE IT RESOLVED, that the Orange County Board of Supervisors stand in solidarity with transgender, gender non-conforming and non-binary individuals.

Dated this 10th day of May 2022



DOUG CHAFFEE

Chairman, Board of Supervisors
Supervisor, Fourth District



DONALD P. WAGNER

Vice Chairman, Board of Supervisors
Supervisor, Third District



ANDREW DO

Supervisor, First District



KATRINA FOLEY

Supervisor, Second District



LISA BARTLETT

Supervisor, Fifth District