

Protect the Rights of Transgender and Gender Nonconforming People

1 **WHEREAS:**

2 Oregon AFSCME Council 75 believes in and promotes fairness and equality for all; and

3 **WHEREAS:**

4 Oregon AFSCME works to promote policies that prohibit harassment, discrimination and
5 retaliation in employment for our members; and

6 **WHEREAS:**

7 Oregon AFSCME works to promote policies that affirm the rights and fair treatment of those we
8 come into contact with in our work; and

9 **WHEREAS:**

10 Transgender and gender nonconforming people face discrimination, harassment, abuse and
11 barriers to equal access and treatment in employment, education, family law, youth rights,
12 health care, housing, legal and civil rights and public accommodation.

13 **THEREFORE BE IT RESOLVED, WE STAND IN SOLIDARITY:**

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15 That Oregon AFSCME hereby adopts this resolution to affirm our belief that all people deserve
16 equal access to exercise their rights and receive fair treatment, and commitment to the fair
17 treatment of, and freedom from discrimination and harassment, for transgender and gender
18 nonconforming members; and

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20 **BE IT FURTHER RESOLVED, WE WILL WORK TO PROTECT AND STRENGTHEN RIGHTS:**

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22 That Oregon AFSCME Council 75 will work to strengthen the rights, the ability to be treated
23 equally, and fair access in employment, education, family law, youth rights, health care,
24 housing, legal and civil rights and public accommodation for transgender and gender
25 nonconforming people; and

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27 **BE IT FURTHER RESOLVED, WE WILL ADVOCATE FOR LEGISLATION:**

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29 That Oregon AFSCME Council 75 will advocate for new legislation and strengthen existing
30 federal, state and local laws to protect transgender and gender nonconforming people from
31 discrimination and harassment, and affirm their rights to fair treatment; and

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33 **BE IT FURTHER RESOLVED, WE WILL HOLD EMPLOYERS ACCOUNTABLE:**

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35 That Oregon AFSCME Council 75 will hold employers to their duty to protect transgender and
36 gender nonconforming employees from any act or threat of physical violence, harassment,
37 intimidation or other threatening disruptive behavior that occurs at the work site, and the duty to
38 provide a safe workplace; and

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41 **BE IT FURTHER RESOLVED, WE WILL ADVOCATE FOR WORKPLACE POLICIES:**

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43 That Oregon AFSCME Council 75 will work towards policies at our workplaces that prohibit
44 harassment, discrimination and retaliation for transgender and gender nonconforming people in
45 all facets of life, including employment, education, family law, health care, housing, immigration,
46 civil rights and public accommodation; and

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48 **BE IT FINALLY RESOLVED, WE WILL ADVOCATE FOR ALLYSHIP AND EDUCATION:**

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50 That Oregon AFSCME Council 75 will work to develop policies and procedures with our
51 employers that are intended to provide clear guidance to employees to promote non-
52 discriminatory actions and positive outcomes and work to increase legal protections for
53 transgender and gender nonconforming people and their families at the state, local and national
54 level so they are treated with dignity and respect, and able to access the same services
55 available to the general public.

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57 Submitted by: Oregon AFSCME Council 75 Executive Committee