



## COMPREHENSIVE NONDISCRIMINATION

Under current law it is illegal to discriminate in employment in Texas based on a person's race, religion, gender, national origin, age, or disability. It is illegal to discriminate in housing in Texas based on a person's race, color, religion, sex, familial status, or national origin. Texas has no public accommodations protections. It remains legal to discriminate based on a person's sexual orientation or gender identity or expression in all of these areas.

All Texans should have the right to provide for themselves and their families, to live in a safe place without fear of losing their homes because of who they are or who they love, and to access public spaces safely.

### **Facts:**

- It remains legal in Texas to discriminate in employment based on a person's sexual orientation or gender identity or expression. It is illegal to discriminate based on a person's race, religion, gender, national origin, age, or disability.
- Businesses looking to start up or relocate to Texas are less likely to do so if they cannot attract employees who do not feel protected by the state.
- 15% of transgender Texans report being denied housing because of their gender identity or expression, and 17% became homeless for the same reason. 26% report losing a job because of their gender identity or expression.
- The lack of statewide public accommodations protections has created confusion for law enforcement including incorrectly enforcing the unconstitutional Texas Penal Code 21.06 to deny LGBT people access to areas of public accommodation.
- Legislation could allow the Texas Workforce Commission's Civil Rights Division to investigate claims of employment and housing discrimination based on sexual orientation or gender identity or expression in the same way that it investigates claims of discrimination based on the other protected attributes.
- Contrary to popular belief, an employer cannot fire anyone for any reason in Texas, nor can a landlord evict anyone for any reason. Universal attributes (meaning everybody has them), like race or sex, have historically been the basis for discrimination in our culture. Similarly, sexual orientation and gender identity and expression are universal attributes that have historically been the basis for discrimination in our culture and belong on the same list.

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