


Folder 4 - 1995 Convention



San Francisco Human Rights
Commission

Discrimination Based on Gender Identity in San Francisco

It's Against the Law!

Discrimination on the Basis of Gender Identity is ILLEGAL!

What is Discrimination Based on Gender Identity?

Gender identity discrimination occurs when a person is treated differently or unfairly because a person is transgendered or because of his or her masculine and/or feminine characteristics.

The San Francisco Administrative Codes prohibit discrimination on the basis of gender identity. It is illegal to discriminate in the following settings:

- * Employment
- * Housing
- * Business establishments
- * Public accommodations
- * Educational institutions
- * San Francisco City and County facilities, services and contracts

Who is Protected Under the City Ordinance?

Anyone who is treated unfairly because of his or her actual or perceived gender identity is protected under the Ordinance. Transgendered people, including pre- and post-operative transsexuals, crossdressers, transvestites, and others may experience gender identity discrimination. People who are not transgendered may also experience this form of discrimination.

What Should I Do If I Think I've Been Discriminated Against?

If you feel that you have been discriminated against because of your gender identity, you may file a complaint with the San Francisco Human Rights Commission and request that the Commission investigate and mediate your complaint.

Mediated settlements achieved by the Commission in the past have included reinstatement to employment, promotion, adoption of anti-discrimination policies that prohibit gender identity discrimination, and financial settlements.

You may also seek help from a private attorney. The Commission can provide you with information on attorney referral services.

**FOR MORE INFORMATION or
TO REPORT DISCRIMINATION**
Call the Human Rights Commission
(415) 252 - 2500
(415) 252 - 2550 TTY/TDD


What Can I Do to Help End Discrimination Based on Gender Identity?

Join the Human Rights Commission in the fight to end all types of discrimination based on gender identity. The most effective tool in combatting and preventing gender identity discrimination is INFORMATION.

- * Know your legal rights and responsibilities.
- * Spread the word that gender identity discrimination is illegal and will not be tolerated!

If you are an EMPLOYER, LANDLORD, or BUSINESS OWNER who recognizes that discrimination makes bad business sense, the Human Rights Commission can help you create fair policies and practices. For example, the Commission can assist employers in developing personnel policies that include protections against gender identity discrimination, and can conduct trainings on discrimination in the workplace. Fair policies protect your business, your workers, your tenants and the public.

If you are an EMPLOYEE, TENANT or CONSUMER, you have already helped to end discrimination by learning about your rights. If you think your rights have been violated, you now know how to fight back!



You Can Learn More About Your Rights and How to Confront Gender Identity Discrimination

For More Information Contact:

**San Francisco Human Rights
Commission**
25 Van Ness Avenue, Suite 800
San Francisco, CA 94102
(415) 252-2500

For More Information on the Transgender
Community Contact:

FTM International
(Female-to-Male Transsexuals &
Crossdressers)
5337 College Ave. #142
Oakland, CA 94618 USA
Voicemail: (510) 287-2646

ETVC
(Cross dressers & Transsexuals)
P.O. Box 426486
San Francisco, CA 94142-6486
Hotline: (510) 549-2665

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25 Van Ness Avenue, Suite 800
San Francisco, CA 94102
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TTY/TDD (415) 252-2550