

A foundation for understanding...

Transgender protections will not create FRIVOLOUS LAWSUITS

Opponents of expanded human rights protections say they fear a flood of litigation if Jacksonville updates its HRO to include transgender people. It hasn't happened anywhere else, and there's no reason to suspect it would happen here.

The facts do not support claims that frivolous lawsuits increase in communities that provide HRO protections.

- **More than half of all Americans¹** live in communities where inclusive HRO protections exist for transgender individuals. These laws have been in place for an average of seven years.
- **Nearly half of all Floridians²** live in communities that provide inclusive HRO protections for transgender individuals. These laws have been in place for an average of four years.
- **No evidence exists** to support claims of increased frivolous litigation involving transgender people in communities with inclusive HRO protections.

More than half of all Americans live in communities with inclusive HRO protections on the basis of sexual identity, gender expression and gender identity in employment, housing and public accommodations.^{1,2}

State	Total Population	Covered by State Law	Covered by Local HRO	Total Covered	Avg. Years in Effect
Florida	19,557,286	0	8,634,634	8,634,634	4.0
All Others	296,575,979	111,870,465	60,868,649	153,557,254	7.3
Total	316,128,839	111,870,465	69,503,283	162,191,888	

Is Jacksonville different from other communities?

- With respect to frivolous lawsuits, Jacksonville is no different. Since there was no "flood of litigation" in HRO-protected communities throughout Florida and the US, there's no reason to suspect Jacksonville would be any different.
- With respect to human rights protection, Jacksonville stands alone. Jacksonville is the only major city in Florida—and the most populous city in the nation — that lacks inclusive HRO protections for LGBT people.

The false claim of frivolous lawsuits distracts from the real issue:

Jacksonville must update its HRO to provide urgently needed protections for its transgender community.

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1. US Census Bureau estimates for 2013, based on 2010 census / 2. Equality Florida statistics

