



# American Postal Workers Union, AFL-CIO

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## LEGISLATIVE PRIORITIES

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### APWU Urges Congress to Prohibit Anti-LGBTQ+ Discrimination **PASS THE EQUALITY ACT**

The American Postal Workers Union stands in solidarity with our LGBTQ+ family across the country, who continue to face attacks on their fundamental human rights. A lack of protections for LGBTQ+ individuals threaten their access to healthcare, housing, education, and safety. Everyone should be able to live free from violence and be able to access necessities without fear of refusal based on who they are or who they love. This country is long overdue for comprehensive federal non-discrimination laws, and that's why APWU supports passage of the Equality Act.

Today, we have a confusing and arcane patchwork of state non-discrimination laws and no federal anti-discrimination legislation, which leaves millions of individuals vulnerable to potential discrimination. Right now, conservative state legislatures are working to codify anti-LGBTQ+ discrimination. This disgusting effort jeopardizes the safety and wellbeing of LGBTQ+ individuals across the country. We cannot allow that to happen. We must pass the Equality Act in this Congress.



### The Equality Act (H.R. 5 & S. 393)

**Sponsored by Representative David Cicilline (D-RI-01) and Senators Jeff Merkley (D-OR), Tammy Baldwin (D-WI) and Cory Booker (D-NJ)**

**The Equality Act was introduced in the House on February 18 by Representative David Cicilline, and introduced in the Senate on February 23 by Senators Jeff Merkley, Tammy Baldwin and Cory Booker.**

APWU urges members of Congress to stand in solidarity with LGBTQ+ citizens and co-sponsor important legislation to protect human rights. The passage of this bill will establish permanent protections against discrimination based on an individual's sexual orientation or gender identity across key areas such as employment, housing, credit, federally funded programs, and education.

**The Equality Act passed in the House on February 25, 2021 with a bipartisan vote of 224 - 206, and has amassed 49 co-sponsors in the Senate.**

Some highlights of the bill are:

- Prohibits discrimination based on sex, sexual orientation, and gender identity in public establishments such as stadiums/exhibition spaces, recreational rooms, exercise spaces, amusement parks, public gatherings or displays
- Protects against discrimination at establishments that provide goods, services or programs such as a store
- Protects against discrimination at any transportation services, including ride shares and public transit
- Allows the Department of Justice to intervene in equal protection actions in federal court
- Prohibits an individual from being denied access to a shared facility, including a restroom, locker room and dressing room that is in accordance with the individual's gender identity.