



PROTECT LOCAL FAIRNESS ORDINANCES

The anti-fairness industry has worked since 1999 to repeal the Fairness ordinances in Covington, Louisville, and Lexington that include sexual orientation and gender identity in local human rights protections. In the absence of a Statewide Fairness Law, local ordinances are the only way Kentucky communities can protect their neighbors from losing their jobs, being denied an apartment, or refused service just because they are gay, lesbian, bisexual or transgender.

The Kentucky Fairness Alliance **opposes the Anti-Fairness Bill**, an effort to take away these ordinances and bar other communities from enacting similar measures. Don't let anti-fairness extremists in Frankfort block local efforts to create tolerant, vibrant, and diverse communities! The whole state benefits when we protect each other from unfair discrimination.

TALKING POINTS

- The Anti-Fairness Bill **takes away local communities' power** to include their LGBT members in protections from discrimination in housing, employment, and other areas.
- **Nearly three-quarters (74%)** of Kentucky voters say it should be illegal to fire someone based on sexual orientation (Decision Research, 1999).
- Nationally, **nearly 9 out of 10 Americans** said in a May 2005 Gallup poll that they support equal opportunities for gays and lesbians in the workplace (Gay and Lesbian Alliance Against Defamation).
- Comprehensive non-discrimination laws like the ones in Louisville, Lexington, and Covington help to **attract jobs** and a vibrant population to fill those jobs.
- Help **keep the best and the brightest of Kentucky's youth from leaving the state** to find protections for basic Fairness.
- Kentucky communities have worked hard with their **business leaders, professional communities, civil rights leaders and citizens** to decide on Fairness Ordinances as public policy that makes sense for them.
- Business leaders support non-discrimination laws as a way to encourage a diverse and talented workforce.
 - More than 92% of the FORTUNE 500 companies have adopted nondiscrimination policies that include sexual orientation (Equality Forum).
 - In Kentucky, 100% of our FORTUNE 500 employers offer discrimination protection (Ashland, Humana, Kindred Healthcare, Lexmark, Omnicare, and Yum Brands).