



## SUPPORT THE STATEWIDE FAIRNESS BILL (HB 274, SB 55)

*HB 274 Sponsors: Mary Lou Marzian, Kathy Stein, Tom Burch, Reggie Meeks, Ruth Ann Palumbo, Susan Westrom*

*SB 55 Sponsor: Ernesto Scorsone, Denise Harper Angel, Gerald Neal, Tim Shaughnessy*

In most of Kentucky, folks can get fired, denied rental or sale of housing, turned away from a restaurant, or refused credit simply on the basis of sexual orientation and gender identity or expression. In the six weeks prior to the 2008 legislative session, the Kentucky Fairness Alliance received employment discrimination reports from five Kentuckians around the Commonwealth.

In April 2006 Gov. Ernie Fletcher signed an Executive Order stripping lesbian, gay, bisexual, and transgender state employees of previously established job protections. Adding insult to injury, he did so on “Diversity Day.”

The Kentucky Fairness Alliance **supports the Statewide Fairness Bills** (HB 274, SB 55) as a way to right these injustices, and to protect all Kentuckians against discrimination in employment, housing, public accommodations, and credit.

### TALKING POINTS

- The Statewide Fairness bill would restore the job protections Fletcher’s Executive Order took away. Getting them through the legislature means no future governor will have the power to erase them with a mere pen stroke.
- Discrimination based on sexual orientation and gender identity and expression is real. KFA received discrimination reports from five Kentuckians around the Commonwealth in the six weeks prior to the 2008 legislative session, and more than 20 since 2006.
- Outside Louisville, Lexington, and Covington you have no legal recourse if your sexual orientation or gender identity or expression costs you a job, a home, or a seat in a restaurant.
- **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).
- Fairness laws currently exist in 17 states plus the District of Columbia. (Human Rights Campaign).
- 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).
- The Statewide Fairness bill would protect *everyone* from discrimination based on actual and perceived sexual orientation and gender identity.