

March 30, 2016

President Barack Obama
1600 Pennsylvania Avenue
Washington, DC 20500

Re: North Carolina House Bill 2 and Departmental Guidance

Dear Mr. President:

We write in regard to North Carolina House Bill 2 passed by the state legislature and signed into law this week. This discriminatory and ill-conceived legislation stripped municipal protections for LGBT people across the state and directly targets transgender and intersex people, particularly transgender, intersex, and gender nonconforming youth, as well as anyone else using a public building, forcing these individuals to use restrooms and other facilities inconsistent with their gender identity. We appreciate the strong statement by the White House against this harmful law. This law highlights the need for clear guidance from the Department of Education for local school districts regarding their obligations under Title IX, as well as for other public agencies covered by federal sex discrimination laws.

State legislators have used this hateful law to further a hostile, anti-LGBT agenda in North Carolina on the backs of some of our community's most vulnerable – our school children. Your administration has made it clear that every student including those who are transgender and gender nonconforming has the right to attend school safely without fear of bullying or harassment. In fact, the Departments of Education and Justice have enforced Title IX protections that prohibit discrimination on the basis of gender identity or sex stereotyping as unlawful sex discrimination under the statute. Your administration has recognized that transgender and gender non-conforming students face an increased risk for bullying, harassment, and the emotional and educational consequences that accompany it.

By implementing strong policies at the Departments of Education, Housing and Urban Development, Health and Human Services, and Labor, your administration has taken real steps to ensure that LGBT people have protection from discrimination in federally-supported services and programs and can report and combat mistreatment in schools, emergency shelters, job centers, and in hospitals. This radical law threatens to undermine the essential progress your administration has made to improve the lives of LGBT people across the nation and the globe.

Beyond these policies, your legacy will be defined by the tone you have set and the personal leadership you have shown on these issues. From your heartfelt “It Gets Better” video to your clear support for marriage equality and workplace protections, LGBT young people and their parents have come to look to your administration for leadership and hope.

However, too many students – including every single transgender, intersex, and gender nonconforming student in North Carolina – will go to sleep tonight dreading the next school day. Not because of homework assignments missed or chemistry labs gone awry, but because of fear for their safety simply because of who they are. These students and their families are depending on your continued leadership and they cannot wait. Please direct your Administration to issue clear guidance regarding access to public facilities under the range of federal sex discrimination laws implicated by HB 2.

Sincerely,

National Organizations:

Advocates for Youth
AIDS United
American Association of University Women (AAUW)
American Civil Liberties Union
American Psychological Association
Anti-Defamation League
Athlete Ally
Believe Out Loud
BiNet USA
Casa de Esperanza
Center for Black Equity
Center for Women Policy Studies
CenterLink: The Community of LGBT Centers
Champion Women
Consortium of Higher Education LGBT Resource Professionals
Equality Federation
FORGE, Inc.
Freedom for All Americans
Freedom to Work
Girls Inc.
GLMA: Health Professionals Advancing LGBT Equality
GLSEN
Harvey Milk Foundation
Human Rights Campaign
interACT: Advocates for Intersex Youth
Japanese American Citizens League
Lambda Legal
The Leadership Conference on Civil and Human Rights
League of United Latin American Citizens
Movement Advancement Project
National Alliance for Partnerships in Equity (NAPE)
National Alliance to End Sexual Violence
National Association of Social Workers
National Black Justice Coalition

National Center for Lesbian Rights
 National Center for Transgender Equality
 National Coalition Against Domestic Violence
 National Council of Jewish Women
 National Education Association
 National Latina Institute for Reproductive Health
 National LGBTQ Task Force Action Fund
 National Resource Center on Domestic Violence
 National Women's Law Center
 NMAC
 PFLAG National
 RAD Remedy
 Secular Coalition for America
 Sexuality Information and Education Council of the U.S. (SIECUS)
 Still Standing
 Stop Sexual Assault in Schools
 The Trevor Project
 The UnSlut Project
 Transgender Law Center
 Union for Reform Judaism
 Women of Color Network, Inc.
 Women of Reform Judaism
 YWCA USA

State and Local Organizations:

Identity, Inc.	Alaska
1N10, Inc.	Arizona
California Coalition Against Sexual Assault	California
Equality California	California
Los Angeles LGBT Center	California
North San Diego County LGBTQ Resource Center	California
Pasadena Pride Center	California
Sacramento LGBT Community Center	California
San Francisco Lesbian Gay Bisexual Transgender Community Center	California
San Gabriel Valley Pride, Inc.	California
South Bay LGBT Center - Torrance California	California
Clear Skies Psychological Services	Colorado
Colorado Coalition Against Sexual Assault	Colorado
One Colorado	Colorado
The GLBT Community Center of CO	Colorado
Connecticut Alliance to End Sexual Violence (formerly CONNSACS)	Connecticut
Triangle Community Center	Connecticut
ALSO Youth, Inc.	Florida
Equality Florida	Florida

LGBT Visitor Center	Florida
Pridelines	Florida
Equality Illinois	Illinois
Fairness Campaign	Kentucky
Pride Community Services Organization	Kentucky
Forum for Equality	Louisiana
EqualityMaine	Maine
Maine Coalition Against Sexual Assault	Maine
PFLAG Salisbury	Maryland
MassEquality	Massachusetts
Equality Michigan	Michigan
Kalamazoo Gay Lesbian Resource Center	Michigan
OutCenter	Michigan
Ruth Ellis Center, Inc.	Michigan
The Counseling Center for Women	Michigan
Bisexual Organizing Project (BOP)	Minnesota
Minnesota Coalition Against Sexual Assault (MNCASA)	Minnesota
OutFront Minnesota	Minnesota
PROMO	Missouri
Montana Gay Men's Task Force	Montana
Montana Two Spirit Society	Montana
Western Montana LGBT Community Center	Montana
Outlinc - Lincoln's Gay and Transgender Community Center	Nebraska
Garden State Equality	New Jersey
The Pride Center of New Jersey	New Jersey
Equality New Mexico	New Mexico
Brooklyn Community Pride Center	New York
Harlem SGL/LGBTQ Center	New York
LGBT Citywide Committee of the New York City Department of Health and Mental Hygiene	New York
New York Association for Gender Rights Advocacy (NYAGRA)	New York
Pride Center of Staten Island, Inc.	New York
Rainbow Heights Club	New York
Saperia Consulting	New York
The LOFT: LGBT Community Services Center	New York
AAUW of North Carolina	North Carolina
Equality North Carolina	North Carolina
NC Coalition Against Sexual Assault	North Carolina
North Star LGBT Community Center	North Carolina
SweeneyPsych, PLLC	North Carolina
A.L.I.V.E., INC	Ohio
Equality Ohio	Ohio
Kaleidoscope Youth Center	Ohio

Ohio Alliance to End Sexual Violence	Ohio
Survivor Advocacy Outreach Program	Ohio
Tri-County Help Center, Inc.	Ohio
Freedom Oklahoma	Oklahoma
Oklahomans for Equality	Oklahoma
Basic Rights Oregon	Oregon
PFLAG Portland Black Chapter	Oregon
Bradbury-Sullivan LGBT Community Center	Pennsylvania
Education Law Center-PA	Pennsylvania
Upper Delaware GLBT Center	Pennsylvania
SC Equality	South Carolina
Memphis Gay and Lesbian Community Center	Tennessee
Tennessee Equality Project	Tennessee
Equality Texas	Texas
Pride Center San Antonio	Texas
Resource Center	Texas
the Montrose Center	Texas
Equality Virginia	Virginia
Title IX and Clery Act Consulting, LLC	Virginia
Oasis Youth Center	Washington
Whitman-Walker Health	Washington, DC
DC Rape Crisis Center	Washington, DC
Fair Wisconsin	Wisconsin
The Center: 7 Rivers LGBTQ Connection	Wisconsin