

## *Did You Know...*

that it's **illegal to discriminate** against **transgender** or gender nonconforming people in New York City?

that this law applies to **welfare** offices?

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In December 2009, the Human Resources Administration (HRA) issued a new procedure to protect transgender and gender nonconforming people from discrimination when accessing public benefits in NYC.

### Your rights:

- You **may not be denied benefits** or services or harassed because you are trans or because you don't match gender stereotypes.
- Welfare workers must use the **titles** (Mr./Ms.), **pronouns** (he/she/they), and **name** for you that you want, even if you haven't had a name change.
- You are allowed to use **facilities that match your gender identity**.
  - *Ex.* If you see yourself as a man, you can use a men's restroom in a job center if you want.
  - *Ex.* If you identify as a woman and need a domestic violence shelter, you have a right to be placed in a shelter with other women.
- You have a right to **confidentiality**. HRA workers should not tell anyone that you are transgender or share information about your medical history with others without your permission.
- You should never be forced to **dress** in a way that doesn't match your gender. At programs, you should never be asked to change your clothes, take off make up, or put on make up unless everyone of any gender in the program has to follow the same rules.

For more information, or if you have been discriminated against in a welfare office or HRA program, call the Sylvia Rivera Law Project at 212-337-8550 for help.