

Know Your Rights!

The New York State Gender Expression Non-Discrimination Act (GENDA)

What is GENDA?

This law adds gender identity and gender expression as protected classes in New York State's human rights law and prohibits discrimination in employment, housing, public accommodations, public schools, and other areas. It also expands the state's hate crimes laws to include offenses regarding gender identity or expression and provides enhanced penalties for bias-motivated crimes.

Effective as of February 25, 2019. The full text of the law is available at nysenate.gov/legislation/bills/2019/s1047. How can I learn more?

Attend a Know Your Rights training.

- Transgender Legal Defense & Education Fund (TLDEF) hosts Know Your Rights trainings focused on TGNCNB employment issues. Contact AC Dumlao at adumlao@transgenderlegal.org for more information.
- New York Transgender Advocacy Group (NYTAG) hosts in-person and virtual Know Your Rights trainings. Learn more at nytag.org/genda. Contact Kiara St. James at kiara@nytag.org with any questions.
- Contact Volunteer Lawyers Project of Onondaga County, Mallory Livingston, LGBT* Rights Attorney at mlivingston@onvlp.org or 315-849-9234.

Check out these online resources.

- New York Transgender Advocacy Group (NYTAG) has an online video series and other resources at nytag.org/genda. Contact Kiara St. James at kiara@nytag.org with any questions.
- [Know Your Rights: A Guide to Help Transgender and Gender-Nonconforming NYers Navigate the NYS Human Rights Law](#) - This Know Your Rights guide explains how the New York State Human Rights Law (HRL) protects transgender and gender non-conforming people. It describes what unlawful discrimination looks like, and what you can do if it happens to you. This guide also contains some information about your legal rights under other state and federal laws, and gives you contact information for legal advocates and attorneys across New York State that may be able to advise you about your rights. Note: This guide discusses enforcement of the 2016 regulations, not GENDA itself, but Empire Justice Center plans to update the guide soon.
- [Webinar: NY's 2016 Human Rights Law Regulations Protecting Transgender and Gender-Nonconforming New Yorkers](#) - In 2016, the NYS Division of Human Rights adopted regulations that ban discrimination and harassment against transgender and gender non-conforming people statewide. The new regulations made it unlawful for public and private employers, housing providers, businesses, creditors, private educational institutions, and public accommodations to discriminate on the basis of gender identity, transgender status, or gender dysphoria. Note: This webinar discusses enforcement of the 2016 regulations, not GENDA itself,

but Empire Justice Center plans to update the webinar soon.

What can I do if my rights have been violated?

File a complaint.

- You can file a complaint directly with the New York State Division of Human Rights at dhr.ny.gov/complaint.

Get legal help.

- If you have experienced discrimination in employment, housing, public benefits, shelter access, or other public spaces, you can get legal help.
 - Albany: Empire Justice Center's LGBT Rights Project, 518-462-6831.
 - Hudson Valley: Legal Services of the Hudson Valley, LGBT Legal Unit, 877-574-8529.
 - Livingston County: Law Office of Milo Primeaux, Esq., 585-612-1071.
 - NYC: New York Legal Assistance Group's LGBT Law Project, 212-613-5000 x5107.
 - Rochester: Empire Justice Center's LGBT Rights Project, 585-454-4060.
 - Syracuse: Volunteer Lawyers Project of Onondaga County, 315-849-9234.

Report violence.

- If you have experienced or witnessed violence, or if you are concerned about someone who has, call NYC Anti-Violence Project's hotline at 212-714-1141 to speak with a trained advocate. All calls are free and confidential. It's available 24/7 and advocates speak English and Spanish. Callers receive immediate crisis counseling and safety planning, as well as access to ongoing counseling, advocacy, and onsite legal services. You can also report violence anonymously or ask for a counselor to reach out to you online at avp.org/get-help/report-violence.

Locate other resources.

- Still not finding what you need? Reach out to The New York State LGBT Health & Human Services Network for another referral. Contact network@gaycenter.org.

Resources for employers

- Law Office of Milo Primeaux, Esq. offers training for Human Resources professionals. Visit miloprimeaux.com or call 585-612-1071 for more information.

