



Georgetown Fairness is working to pass an LGBT non-discrimination ordinance in Georgetown, Kentucky. Federal civil rights law does not prohibit such discrimination, so 22 states and hundreds of cities have passed “fairness” laws to protect LGBT citizens at the state or local level. Georgetown would be the 9th locality in Kentucky to pass a fairness ordinance.

Aren't protections like this already in place? I thought the courts solved this problem, or that existing laws covered LGBT discrimination.

- **The short answer is NO: sexual orientation and gender identity are not protected classes under federal or state civil rights law.** There is a patchwork of policies and regulations protecting LGBT persons in some situations, such as federal employees and sub-contractors, KY state employees, and people in HUD housing. The Obama administration tried to extend LGBT protections as a type of sex-based discrimination, but this has been challenged in court and is subject to change by the current administration. The surest way to extend protection is with a fairness law.

Do we really need this law? We're not the kind of community that discriminates, and I don't see any discrimination around me.

- One reason you don't hear about discrimination is that **people hide their stories when they don't have legal protections.** We've heard stories about harassment, bullying, and suicide. Most of all, we hear stories about *fear*. People hide their identities because they fear being fired or denied service. Many have moved away from Georgetown as soon as they can. Neither situation is good for our community.
 - “I was chased around town by a red truck yelling, ‘faggot’.... I’ve never been so scared in my life.”
 - “[Seeing a fairness ordinance] would have constituted a profound blessing for my [teenage] psyche. It would have declared, ‘You, too, matter.’”
 - “I have known I was part of the LGBTQ+ community since I was 12... [I have an older confidante who] could not even admit their sexuality because there is nothing protecting their job safety if they did.... This person, who was a *vital* part of my new home, who made Georgetown my home, could not talk about their significant other or future life plans with them because of fear of repercussions...”

Aren't laws like this bad for business?

- **NO! Businesses like fairness because it helps them recruit and retain the most talented people.** 83% of Kentuckians support fairness, and all of Kentucky's Fortune 500 businesses (including Toyota) have their own LGBT non-discrimination policies. Many more support fairness as part of the Kentucky Competitive Workforce Coalition. What's more, neighboring Midway has shown that fairness may even help the local economy *a lot*. **Since passing fairness in 2015, Midway has recruited companies that will double the number of jobs there.**

Would my church have to marry or employ gay people?

- **NO. Fairness laws have employment exemptions for churches and church-run businesses.** They in no way impact churches' or ministers' rights to abstain from performing same-gender weddings.