



Massachusetts Transgender Political Coalition

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Statement from Massachusetts Transgender Political Coalition (MTPC) about H.R. 2015, Employment Non-Discrimination Act (ENDA)

The Massachusetts Transgender Political Coalition only supports an ENDA bill that provides job protections on the basis of both sexual orientation and gender identity. MTPC opposes any employment non-discrimination bills that excludes gender identity and/or leaves any part of the LGBT community without protections and basic security.

Nationally, rates of discrimination against transgender people are consistently high. A review of six studies conducted between 1996 and 2006 in cities and regions on both coasts and the Midwest showed that up to 56% of transgender people have experienced been fired, and up to 47% denied employment, based on gender identity. Since its founding six years ago, the Massachusetts Transgender Political Coalition has consistently received calls and emails from transgender people who have either been fired from their jobs when they disclosed they were transgender, or have been discriminated against in the hiring process.

An inclusive ENDA bill, besides providing some protection for the right to work of persons identifying as transgender, would also protect those individuals who are not transgender, but whose gender identity or gender expression do not conform to stereotypes about what their gender ought to be. Many people face discrimination in the workplace because of their gender expression, often manifesting as persons suspected of being gay or lesbian because they are perceived as too "butch" or "femme". Sexual-orientation-only employment non-discrimination legislation would not cover this type of discrimination, and would leave a gaping, unacceptable hole in employment protections for all persons. Therefore MTPC urges legislation leadership to support an ENDA that includes the entire LGBT community.

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