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 Florida **Pridelines** Illinois **Equality Illinois** Fairness Campaign Kentucky Pride Community Services Organization Kentucky Louisiana Forum for Equality 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/LGBTO 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 North Carolina **Equality North Carolina** North Carolina NC Coalition Against Sexual Assault 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
Survivor Advocacy Outreach Program
Ohio
Tri-County Help Center, Inc.
Ohio

Freedom Oklahoma Oklahoma
Oklahomans for Equality Oklahoma
Basic Rights 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 TexasTexasPride Center San AntonioTexasResource CenterTexasthe Montrose CenterTexasEquality VirginiaVirginia

Title IX and Clery Act Consulting, LLC

Oasis Youth Center

Washington

Whitman-Walker Health

Washington, DC

DC Rape Crisis Center Washington, DC

Fair Wisconsin
The Center: 7 Rivers LGBTQ Connection
Wisconsin
Wisconsin