

GENDER IDENTITY • EXPRESSION



In New York City, it's illegal to discriminate on the basis of gender identity and gender expression in the workplace, in public spaces, and in housing. The NYC Commission on Human Rights is committed to ensuring that transgender and gender non-conforming New Yorkers are treated with dignity and respect and without threat of discrimination or harassment.

This means individuals have the right to:

- Work and live free from discrimination and harassment due to their gender identity/expression.
- Use the bathroom or locker room most consistent with their gender identity and/or expression without being required to show "proof" of gender.
- Be addressed with their preferred pronouns and name without being required to show "proof" of gender.
- Follow dress codes and grooming standards consistent with their gender identity/expression.

Courtesy 101:

- If you don't know what pronouns to use, ask. Be polite and respectful; if you use the wrong pronoun, apologize and move on.
- Respect the terminology a transgender person uses to describe their identity.
- Don't make assumptions about a transgender person's sexual orientation.

If you believe you have been discriminated against or would like more information about your rights and responsibilities under the law, please contact the NYC Commission on Human Rights by calling **311** or visiting nyc.gov/humanrights.

GENDER IDENTITY

One's internal, deeply-held sense of one's gender as male, female, or something else entirely. A transgender person is someone whose gender identity does not match the sex they were assigned at birth.

GENDER EXPRESSION

External representations of gender as expressed through, for example, one's name, pronouns, clothing, haircut, behavior, voice, or body characteristics. Society identifies these as masculine and feminine, although what is considered masculine and feminine changes over time and varies by culture. Many transgender people align their gender expression with their gender identity, rather than the sex they were assigned at birth.



