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Review Policy Recommendations and Track Success!

The following policies are listed in order of federal agency, although the White House is listed first. The following list of policy changes are by no means exhaustive and, over time, additional policy changes will be added to this list as they are identified. Also, given that changes may occur in how the Obama Administration and federal agencies allocate oversight or implementation of specific policies, this webpage will be updated to reflect those changes. These policies will be tracked and "checked off" as we succeed in securing advances for lesbian, gay, bisexual and transgender people and our families.

White House

Executive Order Prohibiting Discrimination in Federal Employment

Issue an executive order amending Executive Order 11478 to prohibit discrimination on the basis of gender identity or expression in the federal civilian workforce.

Lead Organizations for Drafting Policy Change: National Center for Transgender Equality and National Gay and Lesbian Task Force

Federal Agency: White House

Judicial Nominations

Nominate Judges who will rule fairly and impartially in cases involving LGBT and LGBT and HIV-positive litigants.

Lead Organization for Drafting Policy Change: Lambda Legal

Federal Agency: White House

Executive Order and Regulations on Nondiscrimination in the Use of Faith-Based Initiative Federal Funds

Issue an executive order clearly stating that federal funds, including those issued to religiously operated social services, may not be used to discriminate against individuals on the basis of sexual orientation or gender identity.

Lead Organization for Drafting Policy Change: Lambda Legal

Federal Agency: White House

Executive Order Prohibiting Discrimination for Federal Contractors

Issue an executive order amending Executive Order 11246 to require federal contractors to not discriminate on the basis of sexual orientation and gender identity.

Lead Organization for Drafting Policy Change: Williams Institute

Federal Agency: White House

Recognizing LGBT Homeless Youth

Issue an Executive Order requiring the Department of Housing and Urban Development to recognize unaccompanied, homeless youth as a distinct, special needs population for data gathering, including LGBT homeless youth; and create a long-term youth housing strategy inclusive of LGBT homeless youth

Lead Organizations for Drafting Policy Change: National Youth Advocacy Coalition, Parent, Families and Friends of Lesbians and Gays (PFLAG) National, and the National Alliance to End Homelessness

Appointment of Fair-Minded Special Counsel

Appoint a Special Counsel who understands non-discrimination law thoroughly, who enforces non-discrimination protection for federal employees, and who is committed to correcting the interpretation of existing federal non-discrimination law to include

LGBT people who experience illegal discrimination.

Federal Agency: White House

Executive Order on Procurement from LGBT Owners of Small Businesses

Issue an Executive Order ordering the development of a plan to increase the amount of federal procurement contracts going to small businesses owned by LGBT people, which will require coordination of the Small Business Administration and the various federal agencies that procure goods and services for the federal government.

Lead Organization for Drafting Policy Change: National Gay and Lesbian Chamber of Commerce

Federal Agency: White House

Adopt All Recommendations for the First 100 Days Developed by the AIDS in America Coalition

Although the First 100 Days of the administration are over, the recommendations developed by the AIDS in America coalition are still much needed. They include, develop a National AIDS Strategy designed to lower HIV incidence and increase access to HIV care for all Americans, including immigrant detainees and individuals housed in federal prisons. Carry out this strategy through budgeting, policy and protocol changes, appropriate sex education, and improved and less restricted research.

Lead Organization for Drafting Policy Change: AIDS in America (a coalition of multiple organizations)

Federal Agency: White House

U.S. Agency for International Development

Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services

Issue regulations stating that federal funds, given to faith-based social services organizations by the U.S. Agency for International Development, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.

Federal Agency: U.S. Agency for International Development

Department of Agriculture

Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services

Issue regulations stating that federal funds, given to faith-based social services organizations by the Department of Agriculture, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.

Federal Agency: Department of Agriculture

Department of Commerce

More Accurately Include Same-Sex Couples in U.S. Census Data Collection and Reporting: Count same-sex married couples

Make changes in the policies of the Census Bureau to allow researchers to better enumerate and understand the characteristics of same-sex couples by not changing the marital status of married same-sex couples to un-married persons.

Lead Organizations for Drafting Policy Change: The Williams Institute and National Gay and Lesbian Task Force

Federal Agency: Department of Commerce, U.S. Census Bureau

More Accurately Include Same-Sex Couples in U.S. Census Data Collection and Reporting

Make changes in the policies of the Census Bureau to allow researchers to better enumerate and understand the characteristics of same-sex couples by: Updating the definition of "family" so that public data files can include "unmarried partner" relationships; and add to the marital status question responses in the annual American Community Survey to include a category for couples who have registered as being in a civil union or domestic partnership.

Lead Organizations for Drafting Policy Change: The Williams Institute and National Gay and Lesbian Task Force

Federal Agency: Department of Commerce, U.S. Census Bureau

Federal Agency Data Collection on Sexual Orientation and Gender Identity, Including LGBT Seniors

Mandate that federally funded research and data collection, such as the annual American Community Survey conducted by the Department of Commerce, include questions on sexual orientation and gender identity, including surveys conducted on older Americans.

Lead Organizations for Drafting Policy Change: The National Gay and Lesbian Task Force and SAGE — Services and Advocacy for GLBT (Gay, Lesbian, Bisexual and Transgender) Elders

Federal Agency: Department of Commerce

Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services

Issue regulations stating that federal funds, given to faith-based social services organizations by the Department of Commerce, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender

identity.

Federal Agency: Department of Commerce

Department of Defense

- Update Medical Standard for Military Service Related to Transgender Servicemembers**
 Examine all relevant medical standards for military service to determine whether certain mental health and physical characteristics/conditions should disqualify members for service, and make necessary changes to ensure that transgender service members are treated equally to all other service members in that their fitness to serve will be evaluated and based on their qualifications, not on arbitrary and outdated medical guidelines.
Lead Organization for Drafting Policy Change: Servicemembers Legal Defense Network
Federal Agency: Department of Defense
- Limit "Don't Ask, Don't Tell" to Apply After Entering Military Service**
 Clarify the rules of "Don't Ask, Don't Tell" so that they apply only to conduct engaged in after a person enters military service, until "Don't Ask, Don't Tell" is fully repealed.
Lead Organization for Drafting Policy Change: Servicemembers Legal Defense Network
Federal Agency: Department of Defense
- Ensure that Information Shared with Military Doctors and Chaplains Is Kept Private**
 Until "Don't Ask, Don't Tell" is fully repealed, ensure that statements revealing "homosexual conduct" made by a service member to a chaplain, chaplain assistant, physician, psychiatrist, psychologist, or other allied health professional shall be kept confidential and shall not be used as evidence for a discharge under "Don't Ask Don't Tell."
Lead Organization for Drafting Policy Change: Servicemembers Legal Defense Network
Federal Agency: Department of Defense
- Change Definition of Credible Information in "Don't Ask, Don't Tell"**
 Until "Don't Ask, Don't Tell" is fully repealed, in "Don't Ask, Don't Tell" investigations, clarify the definition of "credible information" to only include when a service member has direct knowledge of a basis for discharge, and exclude the use of belief or suspicion, and remove other vague language in the current definition.
Lead Organization for Drafting Policy Change: Servicemembers Legal Defense Network
Federal Agency: Department of Defense
- Limit "Don't Ask, Don't Tell" Discharge to Cases With Findings of Interference with Unit Cohesion**
 Until "Don't Ask, Don't Tell" is fully repealed, Require the commanding officer to find an interference with unit cohesion before the commanding officer may initiate an investigation of a service member under the Homosexual Conduct Policy.
Lead Organization for Drafting Policy Change: Servicemembers Legal Defense Network
Federal Agency: Department of Defense
- Equalize Separation Pay for Servicemembers Discharged Under "Don't Ask, Don't Tell"**
 Until "Don't Ask, Don't Tell" is fully repealed, Remove homosexuality and/or homosexual conduct from the categories of those who receive only half separation pay and replace it with affirmative language guaranteeing that those discharged under "Don't Ask Don't Tell", who are otherwise entitled to separation pay, must receive full separation pay.
Lead Organization for Drafting Policy Change: Servicemembers Legal Defense Network
Federal Agency: Department of Defense

Department of Education

- Federal Model Anti-Bullying and Harassment Policy**
 The Office of Safe and Drug-Free Schools should publish and promote a model anti-bullying and harassment policy for schools to voluntarily adopt, which: Includes sexual orientation and gender identity, as well as association with those identified groups; describes the range of age-appropriate consequences for bullying and harassment; requires that school employees report information to appropriate authorities; and contains appropriate enforcement policies and procedures.
Lead Organization for Drafting Policy Change: GLSEN — Gay, Lesbian, and Straight Education Network
Federal Agency: Department of Education
- Anti-LGBT Bullying and Harassment Research**
 Collect detailed information about bullying, harassment, and other school violence incidents, including information concerning whether the victim's sexual orientation, gender identity, or other characteristics were at issue. Department of Education surveys that should be modified to collect this information, as well as demographic information about the survey-takers sexual orientation and gender identity, include: Youth Risk Behavior Survey, Schools and Staffing Survey, School Survey on Crime and Safety, and the School-Associated Violent Deaths Surveillance Study.

*Lead Organization for Drafting Policy Change: Gay, Lesbian and Straight Education Network
Federal Agency: Department of Education*

- Include LGBT Young People in Suicide Prevention Curriculum Standards**
Create and mandate minimum federal standards for addressing suicide prevention in middle and high schools in all states. These curricula should address the warning signs of suicide and depression, how to help someone who is depressed or suicidal, and information for groups—such as LGBT young persons—who are at an increased risk for suicide.
*Lead Organization for Drafting Policy Change: Gay, Lesbian and Straight Education Network
Federal Agency: Department of Education*
- 2010 Budget: Anti-Bullying and Harassment Prevention**
Seek funding for FY2010 at no less than \$696 million, and include language in the budget request that notes the importance of investing greater federal resources in bullying and harassment prevention activities to ensure that all children, regardless of characteristics including sexual orientation and gender identity, learn in a safe and nurturing school environment.
*Lead Organization for Drafting Policy Change: GLSEN — Gay, Lesbian, and Straight Education Network
Federal Agency: Department of Education*
- Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services**
Issue regulations stating that federal funds, given to faith-based social services organizations by the Department of Education, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.
Federal Agency: Department of Education

Department of Health and Human Services

- Creation of HHS Office of LGBT Health**
Create an HHS Office of LGBT Health, in the Office of the Secretary or the Assistant Secretary of Health, which has coordinating and policy development powers separate from the Office of HIV/AIDS.
*Lead Organizations for Drafting Policy Change: National Coalition for LGBT Health and The Mautner Project
Federal Agency: Department of Health and Human Services*
- Removal of Discriminatory "Religious and Moral Refusals" Regulations**
Remove "religious and moral refusals" regulations that allow doctors, nurses, and other healthcare providers to discriminate in the provision of health care services to LGBT individuals.
*Lead Organizations for Drafting Policy Change: National Coalition for LGBT Health and The Mautner Project
Federal Agency: Department of Health and Human Services*
- Creation of HHS Sexual Orientation/Gender Identity Steering Committee**
Establish a Sexual Orientation/Gender Identity Steering Committee with liaisons throughout divisions, bureaus, and institutes of HHS to ensure coordination of and inclusion for the LGBT population throughout the department's efforts.
*Lead Organizations for Drafting Policy Change: National Coalition for LGBT Health and The Mautner Project
Federal Agency: Department of Health and Human Services*
- Remove HIV from the list of "Communicable Diseases of Public Health Significance"**
Until "Don't Ask, Don't Tell" is fully repealed, in "Don't Ask, Don't Tell" investigation, change the definition of "credible information" to only include when a servicemember has direct knowledge of a basis for discharge, and exclude the use of belief or suspicion, and remove other vague language in the current definition.
*Lead Organizations for Drafting Policy Changes: Immigration Equality and Council for Global Equality
Federal Agency: Department of Health and Human Services*
- Remove Surgical Requirement for Gender Change on the Model State Vital Statistics Act**
Update the Model State Vital Statistics Act, on which states are supposed to base their laws, to eliminate the surgical requirement and allow a person's birth certificate to reflect the accurate and appropriate gender in which they live.
*Lead Organizations for Drafting Policy Change: National Center for Transgender Equality and the National Gay and Lesbian Task Force
Federal Agency: Department of Health and Human Services*
- LGBT-Inclusive Implementation of Runaway and Homeless Youth Act**
Mandate federal agencies implementing the Runaway and Homeless Youth Act to (1) Provide culturally competent social services and safer housing options for runaway and homeless LGBT youth between the ages of 16-24; (2) Develop survey methodologies that measure the universe of LGBT homeless youth and gauge their specific needs; and (3) Research the efficacy of various housing models and programs aimed at reducing the rate of LGBT homeless and runaway youth to determine the best approach in developing a more comprehensive long-term strategy.

Lead Organizations for Drafting Policy Changes: National Youth Advocacy Coalition, Parents, Families and Friends of Lesbians and Gays (PFLAG) National, and National Alliance to End Homelessness

Federal Agency: Department of Health and Human Services, Administration on Aging, Centers for Disease Control, and the National Institutes of Health

LGBT Certification for Agencies Receiving Child Welfare Funds

Require all agencies receiving child welfare funds (including those working with either foster children or runaway and homeless youth) to obtain a certification in working with LGBT persons, with minimum training standards being met before the award of any federal money. Standards for LGBT youth competency should also be included in national accrediting agencies such as Council on Accreditation, Commission on Accreditation of Rehabilitation Facilities, and Joint Commission On Accreditation of Healthcare Organizations.

Lead Organization for Drafting Policy Change: Ruth Ellis Center

Federal Agency: Department of Health and Human Services

Federal Agency Data Collection on Sexual Orientation and Gender Identity, Including LGBT Seniors

Mandate that federally funded research and data collection, such as the annual American Community Survey conducted by the Department of Commerce, include questions on sexual orientation and gender identity, including surveys conducted on older Americans.

Lead Organizations for Drafting Policy Change: The National Gay and Lesbian Task Force Force and SAGE — Services and Advocacy for GLBT (Gay, Lesbian, Bisexual and Transgender) Elders

Federal Agency: Department of Health and Human Services, Department of Aging, Centers for Disease Control, National Institutes of Health

Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services

Issue regulations stating that federal funds, given to faith-based social services organizations by the Department of Health and Human Service, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.

Federal Agency: Department of Health and Human Services

Defund Abstinence-Only Programs

The Administration for Children and Families should defund abstinence-only-until-marriage programs with guidelines including the definition of marriage as between a man and a woman.

Lead Organizations for Drafting Policy Change: National Coalition for LGBT Health and The Mautner Project

Federal Agency: Department of Health and Human Services, Administration for Children and Families

Recognize LGBT Persons as a "Priority Population" and Marked with "Health Disparities" for Appropriate Inclusion in Federally Funded Studies

The Agency for Health Care Research and Quality should encourage research and data gathering that includes information about LGBT individuals so that better information is available about how to improve health outcomes of LGBT people.

Lead Organization for Drafting Policy Change: National Coalition for LGBT Health and The Mautner Project

Federal Agency: Department of Health and Human Services, Agency for Health Care Research and Quality

Regulations Including LGBT Elders in "Vulnerable Elders"

The Department of Aging should write regulations defining the term "vulnerable elder" and "greatest social need" to include LGBT elders as vulnerable persons and encourage all aging network agencies to include LGBT-inclusive and identifying questions on participant intake forms.

Lead Organization for Drafting Policy Change: National Gay and Lesbian Task Force and SAGE — Services and Advocacy for GLBT Elders

Federal Agency: Department of Health and Human Services, Department of Aging

2010 Budget: Anti-LGBT Bullying and Harassment Research

Collect detailed information about bullying, harassment, and other school violence incidents, including information concerning whether the victim's sexual orientation, gender identity, or other characteristics were at issue. Department of Justice surveys that should be modified to collect this information include: National Crime Victimization Survey, National Crime Victimization Survey — School Crime Supplement, and the Supplementary Homicide Reports. Additionally, in the National Crime Victimization Survey — School Crime Supplement, include questions clearly related to interventions by school personnel that may mitigate negative experiences by students.

Lead Organization for Drafting Policy Change: GLSEN — Gay, Lesbian, and Straight Education Network

Federal Agency: Department of Health and Human Service

LGBT Representation in Health Data Collection

The National Center for Health Statistics should include questions and data collection pertinent to LGBT populations under the duties of the National Center for Health Statistics.

Lead Organizations for Drafting Policy Change: National Coalition for LGBT Health and the Mautner Project

Federal Agency: Department of Health and Human Services, National Center for Health Statistics

- Expand the Definition of "Women's Health Concerns"**
The National Institute of Health should define the term "women's health conditions" as including women who are sexual minorities and gender minorities, for the purposes of inclusion in clinical trials and research studies.
Lead Organization for Drafting Policy Change: National Coalition for LGBT Health
Federal Agency: Department of Health and Human Services, National Institute of Health
- Develop and Coordinate Research Programs to Address Mental Health Needs for LGBT Individuals**
The National Institutes of Mental Health should amend regulations to assign new duties to the Associate Director for Special Populations to include: developing and coordinating policies and programs to address the mental health needs of sexual and gender minorities, and supporting programs of basic and applied social and behavioral research on the mental health challenges facing sexual and gender minorities.
Lead Organizations for Drafting Policy Change: National Coalition for LGBT Health and the Mautner Project
Federal Agency: Department of Health and Human Services, National Institutes of Mental Health
- Include LGBT demographic data and mandate culturally competent workforce trainings in Substance Abuse and Mental Health Service Administration(SAMSHA)**
Include in the collection of demographic data for SAMSHA research whether the individuals identify as a member of a sexual or gender minority.
Lead Organizations for Drafting Policy Change: National Coalition for LGBT Health and the Mautner Project
Federal Agency: Department of Health and Human Services, Substance Abuse and Mental Health Service Administration
- Include LGBT Young People in Suicide Prevention Curriculum Standards**
Create and mandate minimum federal standards for addressing suicide prevention in middle and high schools in all states. These curricula should address the warning signs of suicide and depression, how to help someone who is depressed or suicidal, and information for groups—such as LGBT young persons—who are at an increased risk for suicide.
Lead Organization for Drafting Policy Change: The Trevor Project
Federal Agency: Department of Health and Human Services
- LGBT Representation in HHS Advisory Councils**
Include representation of LGBT persons and experts in the advisory councils governing the Substance Abuse and Mental Health Services Administration (SAMHSA).
Lead Organizations for Drafting Policy Change: National Coalition for LGBT Health and the Mautner Project
Federal Agency: Department of Health and Human Services, Substances Abuse and Mental Health Service Administration

Department of Homeland Security

- Implement Training to Counter Discrimination Based on Sexual Orientation or Gender Identity or Expression in All Areas of the Immigration System**
Implement training to counter discrimination based on sexual orientation or gender identity or expression in all areas of the immigration system. This should be provided to employees of all ranks and be given at regular intervals, not merely at the start of employment. External instructors and community organizations should be engaged for training.
Lead Organization for Drafting Policy Change: Immigration Equality
Federal Agency: Department of Homeland Security
- Change Detention Standards for Transgender Immigration Detainees to House them According to their Self-Identified Gender**
Change the Immigration and Customs Enforcement (ICE) detention standards for transgender detainees to house them according to their self-identified gender rather than genital anatomy, except in cases where the detainee requests an exception based on concerns for personal safety.
Lead Organization for Drafting Policy Change: Immigration Equality
Federal Agency: Department of Homeland Security, Immigrations and Customs Enforcement
- HIV Care for Detainees**
Ensure that policies regarding all detainees with HIV/AIDS follow the four core provisions of nationally and internationally accepted guidelines for management and treatment of HIV in a correctional setting: voluntary counseling and testing; treatment according to nationally accepted guidelines; continuity of care both within the facility and upon transfer; protection of confidentiality of HIV status.
Lead Organization for Drafting Policy Change: Immigration Equality
Federal Agency: Department of Homeland Security

- Provide Needed Health Care Services to Transgender Immigration Detainees**
Transgender detainees should be given access to hormone therapy and other transgender-related health care and medication

based on medical need, without regard to sex reassignment surgery status. Treatment should follow accepted guidelines regarding medically necessary transition-related care and continuity of care for those conditions both within the detention facility and upon transfer.

*Lead Organization for Drafting Policy Change: Immigration Equality
Federal Agency: Department of Homeland Security*

- Update Instructions for Issuing Accurate Immigration Identity Documents to Transgender Individuals**
Issue a new memo to update criteria for issuing accurate identity documents to transgender individuals, stating that the gender identity of the individual, along with other evidence of an individual's gender transition should take precedence over the completion of sex reassignment surgery in the determination of issuing accurate identity documents.

*Lead Organization for Drafting Policy Change: Immigration Equality
Federal Agency: Department of Homeland Security*

- Update Instructions to Immigration Personnel to Reflect Current Law on Transgender Marriages**
Issue a new memo instructing its personnel to follow the Board of Immigration Appeals (BIA's) Lovo-Lara decision holding that opposite-sex marriages in which a spouse is transgender should be recognized for immigration purposes so long as the marriage is valid in the state where entered into or state of intended domicile.

*Lead Organization for Drafting Policy Change: Immigration Equality
Federal Agency: Department of Homeland Security*

- Privacy in Data Collection under REAL ID Act**
Develop and implement final rules regarding data collection, storage, and sharing of information between jurisdictions under the REAL ID Act, ensuring that personal medical information immaterial to driving ability and law enforcement is shielded from data collection, storage and sharing; and promulgate rules that allow court-ordered masking of transition-related name changes in shared databases, and make legal name change history available only to law enforcement and Departments of Motor Vehicles, with no disclosure to any other public or private entity.

*Lead Organization for Drafting Policy Change: National Center for Transgender Equality
Federal Agency: Department of Homeland Security*

- Protocols for Treatment of Transgender Travelers**
Develop and implement specific protocols for treatment and processing of transgender travelers; train security personnel in issues regarding transgender individuals; adopt a policy that requires security personnel to limit scrutiny to whether the identification presenter is the same person regardless of whether the current gender presentation of the identification holder is inconsistent with the gender marker, gender-associated name, or gender expression in the picture.

*Lead Organization for Drafting Policy Change: National Center for Transgender Equality
Federal Agency: Department of Homeland Security*

- Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services**
Issue regulations stating that federal funds, given to faith-based social services organizations by the Federal Emergency Management Agency, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.

Federal Agency: Department of Homeland Security

Department of Housing and Urban Development

- Recognizing LGBT Homeless Youth**
Once it is issued (see Executive Orders), follow an Executive Order requiring HUD to recognize unaccompanied, homeless youth as a distinct, special needs population for data gathering, including LGBT homeless youth; and create a long-term youth housing strategy inclusive of LGBT homeless youth.

*Lead Organizations for Drafting Policy Change: Drafting Policy Change: National Youth Advocacy Coalition, Parents, Families and Friends of Lesbians and Gays (PFLAG) National, and National Alliance to End Homelessness
Federal Agency: Department of Housing and Urban Development*

- Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services**
Issue regulations stating that federal funds, given to faith-based social services organizations by the Department of Housing and Urban Development, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.

Federal Agency: Department of Housing and Urban Development

Department of Justice

- Voting Rights for Transgender Voters**

- Develop and implement regulations prohibiting the use of gender markers on identification and the gender expression of the voter as factors in determining whether the identification is valid at polling locations.

*Lead Organization for Drafting Policy Change: National Center for Transgender Equality
Federal Agency: Department of Justice*

- Anti-LGBT Bullying and Harassment Research**
Collect detailed information about bullying, harassment, and other school violence incidents, including information concerning whether the victim's sexual orientation, gender identity, or other characteristics were at issue. Modify surveys to collect this information including: National Crime Victimization Survey, National Crime Victimization Survey-School Crime Supplement, and the Supplementary Homicide Reports. Additionally, in the National Crime Victimization Survey — School Crime Supplement, include questions clearly related to interventions by school personnel that may mitigate negative experiences by students

*Lead Organization for Drafting Policy Change: GLSEN — Gay, Lesbian and Straight Education Network
Federal Agency: Department of Justice*

- Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services**
Issue regulations stating that federal funds, given to faith-based social services organizations by the Department of Justice, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.

Federal Agency: Department of Justice

Department of Labor

- Enforce Nondiscrimination for Federal Contractors**
Once it is issued (see Executive Orders), fully implement an executive order amending Executive Order 11246 to require federal contractors to not discriminate on the basis of sexual orientation and gender identity.

*Lead Organization for Drafting Policy Change: Williams Institute
Federal Agency: Department of Labor*

- Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services**
Issue regulations stating that federal funds, given to faith-based social services organizations by the Department of Labor, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.

Federal Agency: Department of Labor

Office of Management and Budget

- Collection of Gender-Related Data**
Eliminate collection of gender or gender-related data on government forms when such data is not relevant or necessary to accomplish the specific goals of the agency issuing the form. Ensure that any federal government agency providing or receiving data from federal, state, or local government databases does not collect gender information unless it is necessary for the proper functions of the relevant agencies and programs.

*Lead Organization for Drafting Policy Change: National Center for Transgender Equality
Federal Agency: Office of Management and Budget*

- "Parent" Field on Federal Government Forms**
Require that any federal government forms requiring information about an individual's parent(s) should use the labels "Parent 1" and "Parent 2" rather than "Mother" and/or "Father."

*Lead Organizations for Drafting Policy Change: National Center for Transgender Equality, Family Equality Council and National Gay and Lesbian Task Force
Federal Agency: Office of Management and Budget*

- Follow Executive Order on LGBT Owners of Small Businesses**
Once issued (see Executive Orders), follow an Executive Order ordering the development of a plan to increase the amount of federal procurement contracts going to small businesses owned by LGBT people, which will require coordination of the Small Business Administration and the various federal agencies that procure goods and services for the federal government.

*Lead Organization for Drafting Policy Change: : GLSEN — Gay, Lesbian and Straight Education Network
Federal Agency: White House and Small Business Administration*

- 2010 Budget: Anti-Bullying and Harassment Prevention**
OMB's budget request should seek funding for FY2010 at no less than \$696 million, and include language in the budget request that notes the importance of investing greater federal resources in bullying and harassment prevention activities to ensure that all children, regardless of characteristics including sexual orientation and gender identity, learn in a safe and nurturing school environment.

Office of Personnel Management

Updating Federal Employment Records

Ensure that transgender federal employees are able to update both their name and gender in their employment records to reflect the accurate and appropriate gender in which they live.

Lead Organization for Drafting Policy Change: National Center for Transgender Equality
 Federal Agency: Office of Personnel Management

Office of Special Counsel

Office of Special Counsel Should Enforce Nondiscrimination Laws and Policies

The Special Counsel should understand non-discrimination law thoroughly, enforce non-discrimination protection for federal employees, and correct the interpretation of existing federal non-discrimination law to include LGBT people who experience illegal discrimination.

Federal Agency: Office of Special Counsel

Small Business Administration

Follow an Executive Order on Procurement from LGBT Owners of Small Businesses

Once issued (see Executive Orders), follow an Executive Order ordering the development of a plan to increase the amount of federal procurement contracts going to small businesses owned by LGBT people, which will require coordination of the Small Business Administration and the various federal agencies that procure goods and services for the federal government.

Lead Organization for Drafting Policy Change: National Gay and Lesbian Chamber of Commerce
 Federal Agency: Small Business Administration

Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services

Issue regulations stating that federal funds, given to faith-based social services organizations by the Small Business Administration, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.

Federal Agency: Small Business Administration

Social Security Administration

"Parent" in Social Security Regulations and Forms

Replace "mother" and "father" throughout federal social security regulations with "parent 1" and "parent 2."

Lead Organization for Drafting Policy Change: Family Equality Council
 Federal Agency: Social Security Administration

Eliminate Surgery Requirement for SSA Gender Change

Issue regulations stating that federal funds, given to faith-based social services organizations by the Small Business Administration, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.

Lead Organization for Drafting Policy Change: National Center for Transgender Equality
 Federal Agency: Social Security Administration

Eliminate Gender No-Match Letters

Terminate in all circumstances any policies allowing gender "no-match" letters to be issued to employers or other entities, since the disclosure of transgender status is not the intent of any of the data verification programs.

Lead Organization for Drafting Policy Change: National Center for Transgender Equality
 Federal Agency: Social Security Administration

Department of State

Creation and Implementation of Department of State LGBT Protection Agenda Office

Respond to gaps in human rights protection and response by: 1) Creating a formal office in Washington to work with select US embassies and country teams to design and implement a new "protection agenda;" 2) Instructing embassies to include specific actions aimed at fighting LGBT discrimination, strengthening the capacity/focus of LGBT groups, and/or including those groups in civil society outreach in Mission Strategic Plans; 3) Designating a substantial USAID and/or State Department funding set-aside

for programs aimed at enhancing LGBT equality abroad; 4) Instructing the Department of Justice legal advisers in countries where warranted to advise host governments on legal protections of LGBT citizens; and 5) Ensuring that USAID micro-credit funding is advertised broadly within LGBT communities and considered as a tool to empower economically-marginalized LGBT individuals.

*Lead Organization for Drafting Policy Change: Council for Global Equality
Federal Agency: Department of State*

Equal Benefits for Domestic Partners of Federal Employees in the Foreign Service

Ensure equal benefits for domestic partners for federal employees in the Foreign Service, including by addressing inequities unique to Foreign Service; consult Gays and Lesbians in Foreign Affairs Agencies (GLIFAA) in the review process; and require that all US government contractors and recipients of US government funding similarly grant benefits to domestic partners.

*Lead Organization for Drafting Policy Change: Council for Global Equality
Federal Agency: White House and State Department*

Gender Changes in Passports

Allow individuals to change the gender on their passport to reflect the accurate and appropriate gender in which they live. Until this overall policy is changed updated, minors should be given provisional passports that expire upon reaching the age of 18.

*Lead Organizations for Drafting Policy Change: National Center for Transgender Equality and the National Gay and Lesbian Task Force
Federal Agency: Department of State*

"Parent" Field on Passport Applications

On the U.S. passport application, replace "mother" and "father" in the parent fields with "parent 1" and "parent 2," thus ensuring an application inclusive of applicants who come from families headed by two parents of the same sex.

*Lead Organization for Drafting Policy Change: Family Equality Council
Federal Agency: Department of State*

Birth Certificate Changes for Americans Born Abroad

Change the policy for revising a Consular Report of Birth Abroad, the birth certificate for Americans born in foreign countries, to allow individuals to update their birth certificates to reflect the accurate and appropriate gender in which they live.

*Lead Organizations for Drafting Policy Change: National Center for Transgender Equality and National Gay and Lesbian Task Force
Federal Agency: Department of State*

Diplomatic Engagement on LGBT Issues as Human Rights Concerns

Encourage diplomatic engagement on international LGBT issues as legitimate human rights concerns by: seeking a partnership with key regional countries and/or blocs and institutions aimed at fostering an LGBT-inclusive vision of America's commitment to human rights; carrying out formal diplomatic approaches in countries where security forces are complicit in LGBT human rights abuse, where security forces fail to investigate/punish such abuse, and where governments criminalize private homosexual activity between consenting adults; and strengthen Country Team efforts within the State Department to encourage the repeal of LGBT-discriminatory laws in a select list of countries where American influence is strong and where LGBT discrimination is egregious.

*Lead Organization for Drafting Policy Change: Council for Global Equality
Federal Agency: Department of State*

Encourage Foreign Countries to Accept LGBT Refugees

Encourage foreign partners to offer refugee protections to those who flee persecution based on sexual orientation or gender identity and consult with the UN to help meet immediate humanitarian needs and resettlement costs associated with LGBT refugee protection.

*Lead Organization for Drafting Policy Change: Council for Global Equality
Federal Agency: Department of State*

Implementation of Fair Workplace Policies for U.S. Companies Overseas

Begin a White House and State Department dialogue with the US Chamber of Commerce on the need for American companies to implement workplace policies in their overseas offices and manufacturing plants that reflect core American values, including respect for the rights of LGBT employees.

*Lead Organization for Drafting Policy Change: Council for Global Equality
Federal Agency: Department of State*

Department of Treasury – IRS

Gender Identity Disorder Treatment Tax Deductions

Dependent upon the outcome of pending litigation regarding the IRS' refusal to consider gender identity disorder-related

healthcare tax deductible, either: correct the analysis behind the chief counsel's letter; or decide not to appeal a favorable outcome for the taxpayer in the case; or issue a revenue ruling clarifying that sex reassignment surgery related treatments are procedures are medical care for the purpose of tax deduction.

Lead Organization for Drafting Policy Change: *Gay and Lesbian Advocates and Defenders*
Federal Agency: *Department of Treasury*

Department of Veterans Affairs

Policy Memorandum on Discrimination against LGBT Veterans

Issue a policy memorandum stating a comprehensive policy that ensures LGBT veterans are treated respectfully and provided appropriate medical treatment.

Lead Organization for Drafting Policy Change: *Sevicemember Legal Defense Network*
Federal Agency: *Department of Veteran Affairs*

Issue Nondiscrimination Regulations to Apply to Expenditure of Federal Funds by Faith-Based Social Services

Issue regulations stating that federal funds, given to faith-based social services organizations by the Department of Veteran Affairs, may not be used to discriminate in employment or in the provision of services on the basis of sexual orientation or gender identity.

Federal Agency: *Department of Veteran Affairs*

Please Note: Each organization has chosen to participate in this project and has done so individually and in collaboration as noted. Each policy proposal should be considered the proposal of that organization. Any errors or inaccuracies belong to that organization and may not be imputed to any other organization, or its board or staff. No organization reviewed, edited, revised, commented or rejected the proposals or analysis of other organizations. There should be no assumption that all organizations adopt or agree with the recommendations. No organization may be held responsible or liable for anything submitted by another group.

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Click the logos for more information about each organization



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