

Introduction

New York City is committed to protecting the rights of LGBTQ+ folks. So much so that Big apple residents can choose from a flurry of sobriquets — 31 in total, many of which fall along the male/female/-trans continuum— to describe their identity, without ever having to show “proof” of gender

List of Genders

1. Bi-gendered
2. Cross-dresser
3. Drag King
4. Drag Queen
5. Femme Queen
6. Female-to-Male
7. FTM
8. Gender Bender
9. Genderqueer
10. Male-to-Female
11. MTF
12. Non-Op
13. HIJRA
14. Pangender
15. Transexual/Transsexual
16. Trans Person
17. Woman
18. Man
19. Butch
20. Two-Spirit
21. Trans
22. Agender
23. Third Sex
24. Gender Fluid
25. Non-Binary Transgender
26. Androgyne
27. Gender Gifted
28. Gender Blender
29. Femme
30. Person of Transgender Experience
31. Androgynous

Genders



Guidance lists

Guidance lists several ways employers, landlords, and business owners could violate the Law on the basis of gender identity and expression, including:

- Intentionally failing to use an individual's preferred name, pronoun or title. For example, repeatedly calling a transgender woman “him” or “Mr.” when she has made it clear that she prefers female pronouns and a female title.
- Refusing to allow individuals to use single-sex facilities, such as bathrooms or locker rooms, and participate in single-sex programs, consistent with their gender identity. For example, barring a transgender woman from a women's restroom out of concern that she will make others uncomfortable.
- Enforcing dress codes, uniforms, and grooming standards that impose different requirements based on sex or gender. For example, enforcing a policy that requires men to wear ties or women to wear skirts.
- Failing to providing employee health benefits that cover gender-affirming care or failing to provide reasonable accommodations for individuals undergoing gender transition, including medical appointments and recovery, where such reasonable accommodations are provided to other employees. (Federal and New York laws already require certain types of insurance to cover medically-necessary transition-related care.)

Violations of the New York City Human Rights Law could result in civil penalties of up to \$125,000 for violations, and up to \$250,000 for violations that are the result of willful, wanton, or malicious conduct. There is no limit to the amount of compensatory damages the Commission may award to a victim of discrimination