



Office of the Mayor
City of Seattle
Edward B. Murray, Mayor

Executive Order 2016-02: Directing various City departments to develop and disseminate procedures, trainings, and other resources, based on existing City ordinances and new policies to be developed, to ensure that the City of Seattle remains a place where transgender and gender-diverse residents and City employees are safe and treated with dignity and respect.

WHEREAS, in keeping with its values, the City of Seattle has long taken steps to ensure that its transgender and gender-diverse residents are, and feel, safe, and are treated with dignity and respect; and

WHEREAS, City ordinances provide civil rights protections beyond those contained in the laws of the State of Washington that forbid unfair discrimination against people on the basis of gender identity and expression (RCW 49.60.030, 49.60.040); and

WHEREAS, despite this progress, discrimination remains pervasive against the transgender and gender-diverse community in all areas of life, and disproportionately impacts transgender people of color; and

WHEREAS, with increased visibility of the transgender and gender-diverse community, several jurisdictions across the country have recently initiated actions to move back, rather than forward, on protections for this community; and

WHEREAS, national data from a joint 2011 report by the National Center for Transgender Equality and the National Gay & Lesbian Task Force indicated that 53% of the transgender community reported being verbally harassed or disrespected in a place of public accommodation, including hotels, restaurants, buses, airports, and government agencies; and

WHEREAS, the same report indicated that 22% of the transgender community reported having been denied access to appropriate restroom facilities by government agencies; and

WHEREAS, facilities need to be fully accessible and inclusive of the transgender and gender-diverse community, and are critical spaces for public health and safety; and

WHEREAS, City law provides that single-stall restrooms be signed as all-gender, whether in existing or future City-owned (SMC 14.07.020) or privately-operated places of public accommodation (SMC 14.07.030); and

WHEREAS, City law also provides that individuals may use facilities in accordance with their gender identity and expression (SMC 14.06.030(B)[11]); and

WHEREAS, these protections are supported when the City takes steps to provide information about them and their provisions to City employees who interact with the public, businesses and other institutions with places of public accommodation, and the public in general; and

WHEREAS, there are other actions that City government can take in its role as employer to provide a safe, welcoming working environment for City employees; and

WHEREAS, the departments of City government under my administration will continue to evaluate and take new steps to protect and expand protections for transgender and gender-diverse residents, because all people deserve respect and dignity;

NOW, THEREFORE, I, EDWARD B. MURRAY, Mayor of Seattle, hereby order:

THAT, in order to develop uniform policies for City facilities, the Office for Civil Rights will work with community-based organizations to develop the necessary procedures and materials for relevant front-line City staff about how best to continue to provide safe spaces for our residents, including transgender and gender-diverse people; and

THAT, in order to implement these uniform policies, department directors will coordinate with the Office for Civil Rights to identify, provide materials to, and make available all relevant front-line staff for trainings led by the Office for Civil Rights; and

THAT, in order to ensure that City law is effectively implemented in places of public accommodation, the Office for Civil Rights will continue its work to notify relevant entities of the provisions of City law with respect to signage of single-stall restroom facilities and the right of all people to access facilities in places of public accommodation that correspond to their gender identity and expression; and

THAT, in order to ensure that the City of Seattle, in its own role as employer, is using the latest best practices to provide a safe and inclusive workplace for its employees, the Office for Civil Rights Gender Justice Project will coordinate with the Seattle Department of Human Resources Workforce Equity Team to implement model transgender employment policies; and

THAT, in order to encourage ongoing efforts to protect transgender and gender-diverse people in our region, the Office for Civil Rights will share information with our partner cities, jurisdictions, and associations on these protections and practices.

Inquiries by City departments and offices regarding this Executive Order should be directed to the Director of the Office for Civil Rights, Patricia Lally, at (206) 233-7822.

Dated this 10th day of March, 2016

A handwritten signature in black ink, appearing to read "Edward B. Murray". The signature is written in a cursive style and is positioned above a horizontal line.

Edward B. Murray
Mayor, City of Seattle