



# **KNOW YOUR RIGHTS**

Gender Identity, Gender  
Expression &  
Trans Oregonians' Rights



## **On this guide**

This guide is meant to share general legal information to help transgender, genderqueer and gender non-conforming Oregonians understand their rights. Basic Rights Education Fund is not a law firm. Laws can also change, and are often subject to differing interpretations. We therefore encourage you, as you are able, to contact your own attorney and discuss any specific legal questions you may have. To find an attorney near you, visit OGALLA, the LGBT Bar Association of Oregon, at [www.ogalla.org](http://www.ogalla.org).

## **On Basic Rights Education Fund & our work for Trans Justice**

Basic Rights Education Fund works to ensure that all lesbian, gay, bisexual and transgender Oregonians experience equality. We do this by building a broad, inclusive and politically powerful movement, shifting public opinion and achieving policy victories.

Justice for transgender communities is a key component of Basic Rights Education Fund's work. Transgender Oregonians face serious barriers to meeting basic needs such as housing, employment, health care, and accurate documentation. And we know that in order to make real, meaningful change for trans justice, that change must be led by trans Oregonians.

This guide is part of a much larger initiative to achieve major policy victories to improve the safety and wellbeing of trans, genderqueer and gender non-conforming Oregonians. Other major projects include:

Increasing access to health care for transgender, genderqueer and gender non-conforming Oregonians, including winning coverage of transition-related care;

Improving policies that form the experiences of trans-identified Oregonians in legal custody; and

Providing resources and support to more fully implement Oregon's non-discrimination law.

## **For more information on Basic Rights Education Fund's work for trans justice, contact:**

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## **Thanks to...**

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## IDENTIFICATION AND DOCUMENTS



### **What's required to change the gender marker on my driver's license?**

Though there are no explicit state laws addressing the issue, the Oregon DMV maintains certain requirements for persons wanting to change the gender marker on an existing driver's license. They place applicants into one of two groups, either a "Medical Transition" group or a "Transsexual Gender Reassignment Therapy" group. Those in the "Transsexual Gender Reassignment Therapy" group must provide a letter from a qualified therapist stating that the applicant is living full time in accordance with the new gender marker. Those in the "Medical Transition" group must provide either a certified court order of a gender change or a document from a physician stating that he or she went through surgery.

### **What process does Oregon require to get my gender changed on my birth certificate?**

Oregon Department of Human Services houses the Vital Records department, which is responsible for assisting with changes to birth certificates. In order to amend the gender marker on a birth certificate, DHS requires a certified copy of a court order indicating that the individual changed his/her sex by surgical

procedure. Once DHS receives an original, certified copy of the court order of gender change, they amend the birth record. There is a \$30 amendment fee. DHS makes the change to the record and adds a footnote with legal basis for the change, the date of the change and a sealed file number. The court order is placed in the sealed file in case of future challenges to the amendment of the record.

### **Social Security told me I had to change my name on my driver's license first, but the DMV said I had to change my name through Social Security first. Which is it?**

The key to affecting a proper name change in Oregon is to do so through the court. The probate court decides name changes, and will grant a name change unless the court finds that the change is "not consistent with the public interest." Regardless of whether you are changing your name, changing your gender marker designation is done through the processes described above.

## IDENTIFICATION AND DOCUMENTS (Continued)

### What is a “no-match” letter, and what do I do if I receive one?

At various times before and during an employment relationship, an employer might send employee information to the federal Social Security Administration (SSA) to ensure that the employee is using a valid Social Security number. If the information provided by the employer does not match corresponding information held in the SSA database (here, inconsistent information regarding the employee’s gender), the SSA will send what is called a no-match letter either to the employer or to the employee.

There are a few ways to deal with a “no-match” letter in this context, the best option depending on your individual concerns and circumstances. If you are able to provide proof of transition-related surgery to SSA, you can change your gender marker with SSA, at which point the discrepancy between the two records will be resolved.

If you are unable to or do not wish to update your gender marker with SSA, you might ask your employer or Human Resources Department to resubmit your data to SSA without specifying a gender, an option which is available to your employer but not required. Finally, you may feel it becomes necessary to discuss with your employer your transgender status. If you do so, it is smart to request assurances that your health information will be kept confidential.

### How do I change my passport to reflect my new gender designation?

The U.S. Department of State will issue a U.S. passport reflecting a new gender after you submit a signed statement from an attending medical physician which includes:

- Physician’s full name and specialty (physician must be an internist, gynecologist, urologist or psychiatrist)
- Medical license or certificate number
- Issuing state or other jurisdiction of medical license/certificate

- Drug Enforcement Administration (DEA) registration number assigned to the physician
- Address and telephone number of physician
- Language stating that he/she is the attending physician for the applicant and that he/she has a doctor/patient relationship with the applicant
- Language stating the applicant has had appropriate clinical treatment for gender transition to the new gender (male or female)
- Language stating “I declare under penalty of perjury under the laws of the United States that the foregoing is true and correct”
- Annotate the application “gender transition” to record the reason for issuing the passport in the new gender

Passport adjudicators and consular officers must not ask for additional medical information from the applicant. The best way to submit this information is with an accompanying DS-5504 form (<http://www.state.gov/documents/organization/80142.pdf>), but if you have had a valid passport for longer than one year you may need to file a DS-82 form (<http://www.state.gov/documents/organization/79960.pdf>) instead. Both of these forms are available online at [http://travel.state.gov/passport/correcting/correcting\\_2654.html](http://travel.state.gov/passport/correcting/correcting_2654.html).

*Note: Since the State Department’s change of regulations for passports, these requirements have changed slightly, and interpretation is new and varying. For an up-to-date guide on the new policy, read the National Center for Transgender Equality’s analysis at [http://transequality.org/issues/federal\\_documents.html#passport\\_gender](http://transequality.org/issues/federal_documents.html#passport_gender).*

# HOUSING



## **Can a landlord refuse to rent to me, charge me a higher rent, or evict me because of my gender identity or expression?**

No. Oregon law prohibits landlords from discriminating against tenants based on actual or perceived gender identity, regardless of whether that identity, appearance, expression, or behavior differs from that traditionally associated with the tenant's sex at birth. This prohibition means that a landlord may not refuse to rent to a tenant, evict a tenant, falsely represent that a unit is unavailable, or make any type of restriction based on price, terms or conditions to a tenant because of that tenant's gender identity. Unfortunately, Oregon law does allow landlords to discriminate in these ways if they are renting space in their own home and sharing some common space with the tenant.

It is also unlawful for a landlord to retaliate against a tenant for asserting their rights. As such, a landlord may not raise rent or decrease services because a tenant files (or expresses an intent to file) a discrimination complaint.

In Oregon, landlords may evict tenants for whatever reason they chose, so long as the tenant is on a month-

to-month lease and has lived in the unit for less than one year. The same is true for month-to-month tenants who have lived in the unit for more than one year, but the landlord must provide 60 days notice to these tenants, as opposed to 30 days. No matter the term or type of lease, however, retaliatory or discriminatory reasons for eviction are unlawful and tenants can assert a defense to eviction. Tenants in public housing receive greater protection, and can only be evicted if they violate a term of the lease. Oregon tenants in mobile home dwellings can only be evicted for good cause.

If you think you may be a victim of discrimination in housing, you may contact the Fair Housing Council of Oregon's Fair Housing Hotline at (800) 424-3247 or [information@FHCO.org](mailto:information@FHCO.org).

## **Can a landlord require that I answer questions related to my gender identity?**

No. A landlord may not require answers to any questions unrelated to your ability to be a good tenant. Questions like, "What medications do you take?" or "Have you had sex reassignment surgery?" are not permitted. Appropriate inquiries from a landlord include those related to rental history, criminal history,

## **HOUSING** (Continued)

or credit history. Applicants should be aware that even lawful inquiries might raise a red flag. For example, if a landlord only checks your credit history and does not do so for any other applicant, this distinction might be illegal.

**When utilizing shelter sleeping and bathroom areas, do I have the right to be grouped with the gender that reflects my identity? And what if a shelter or group home's dress code requires that I wear clothing not conforming with my gender identity?**

Yes. Shelters are subject to both federal and state anti-discrimination laws and therefore cannot discriminate against persons based on their gender identity. Unlike cities such as New York and San Francisco, however, where shelters are required to follow certain universal policies related to transgender persons in shelters, cities in Oregon leave such policies to the individual shelters. Some shelters do maintain explicit trans-friendly policies, while others do not formally address the issues at all. The issue could be left to a judge to determine whether a shelter is required to group a person with the gender of his or her choosing in dress and accommodation and to provide separate bathroom facilities, or whether the shelter's refusal to do so is lawful.

## **FAMILY LAW**



### **Should I marry my partner or register as domestic partners?**

It depends on your legal gender. Oregon currently has two legally recognized relationships: marriage and domestic partnership. Marriage is limited to couples of the opposite legal gender, and domestic partnership is limited to couples of the same legal gender.

Oregon courts have not considered any cases specific to couples negotiating transition and the status of their legal relationships. Since there is a court procedure to legally recognize one's gender change and to amend one's birth certificate to affirm one's gender identity, there should be no problem with marrying or registering a domestic partnership under the new gender marker.

The choice of marriage or domestic partnership should be made based upon the partners' legal gender at the time of the marriage or registration. Couples of opposite legal gender should marry; couples of the same legal gender should register as domestic partners. Be aware that gender presentation does not determine legal gender marker designation. A legal change of gender requires a court order. Marrying a partner of the same legal gender or registering a domestic partner of a different legal gender is prohibited, and will result in a relationship that is not legally recognized.

Marriage and domestic partnership are important legal relationships, and you should consider carefully before agreeing to either one. A lawyer can give you legal advice about how to protect your assets and income before marrying or registering a domestic partnership.

### **What happens if I transition after marrying or registering a domestic partnership?**

The answer is unclear. If you are changing or are planning to change your legal gender in the near future, it would be best to wait until that process is complete before marrying or registering a domestic partnership. That being said, people do transition while already in marriages or domestic partnerships.

Legal opinions vary as to the status of a relationship after a legal change of gender for one of the partners. Ordinarily, once a couple is married or registered, the marriage or registration cannot be undone except by death or a court order. On the other hand, Oregon's constitution explicitly prohibits the state from recognizing marriages of two people of the same legal gender. Ultimately, the courts will need to decide this issue. In the meantime, a couple that undergoes this kind of a transition should consult a lawyer to determine what legal steps are appropriate.

## **FAMILY LAW** (Continued)

### **Does my gender status affect my parenting rights or my ability to legally adopt my partner's children during or after my transition?**

No, it shouldn't. Transgender people can become legal parents by birth, by adoption, or, in Oregon, by operation of the marriage, domestic partnership, or donor insemination statute. In most cases, a parent's gender identity and expression should not affect that person's rights to custody or parenting time.

Oregon subscribes to a "nexus" test for determining questions of custody and parenting time. Under the nexus test, a court may not consider a parent's "conduct, marital status, income, social environment or lifestyle" unless those factors may cause "emotional or physical damage" to the child. Unfortunately, the nexus test provides an invitation to an angry parent to act out in court. In addition, some judges, court personnel, and attorneys have limited experience—or no experience—with trans clients. Transgender people may face difficulties asserting their rights in court.

Any person facing the loss of custody or parenting time with a child should consult with a sympathetic lawyer, and the sooner, the better. It can be extremely difficult to get these rights back once they become compromised. Relying on the domestic partnership statute to create parentage for your children is also risky. If you do so, when you travel to another state, the new state may or may not recognize the legal relationships created by Oregon's domestic partnership law. Where children are concerned, advocates recommend that a second-parent adoption be performed, even though it is not technically required under Oregon law. A second-parent adoption judgment has the force of law anywhere in the United States.

### **I am divorced, and my child is transitioning in my custody. Does this provide grounds for my ex to challenge my right to custody?**

The answer is unclear. In custody cases, the overriding interest is the best interest of the child. Unfortunately, not every judge will agree that a parent supporting

their child in transition is in the best interest of that child. As such, custody will likely depend on the judge's own understanding of the identities and experiences of trans and gender non-conforming youth. If possible, we recommend getting children their own attorneys, to ensure that their best interests are independently represented. We also recommend lining up expert testimony to educate the judge on matters of youth transition, gender expression & gender identity.

### **I am getting divorced and am currently sorting out child custody. Does my gender identity provide grounds for my ex to challenge my right to custody?**

No. Under Oregon law, sexual orientation and gender identity of parents may not play a role in determining child custody.

## **EMPLOYMENT**



### **Are there laws that protect against gender identity-based employment discrimination?**

Yes. Employment laws are found at federal, state and local levels. Generally speaking, the law that is most favorable to the employee is the law employers must follow. Thus, if a city has a law prohibiting discrimination on the basis of gender identity and/or gender expression, but no state or federal law exists, the city's law would apply. In Oregon, we have a relevant state-wide law prohibiting discrimination in the workplace. However, if a city law is more protective, that would be the degree of protection required. If making a claim based on a local law, be sure the employer is located in the local jurisdiction of the law to be applied.

### **May a church or church-run business/non-profit discriminate against me?**

Yes. There is a religious exemption in the Oregon Equality Act. As long as the employer is connected to a "bona fide" church or other religious institution, the employer is free to discriminate. In Oregon, the question of whether an organization is a church or other religious institution is construed rather broadly. For example, a trans-identified person working for the Salvation Army Thrift Store probably would not be protected, even though no actual religious activities occur in the store.

## **EMPLOYMENT** (Continued)

### **Federal Law**

**There are no laws that expressly protect against employment discrimination on the basis of gender identity or expression.**

Many people believe that Title VII, the laws that cover gender, race and national origin discrimination prohibit discrimination on the basis of gender identity and gender expression. That is only partially true. The classifications of gender identity and gender expression are not listed in the law. However, judges have construed the law to prohibit discrimination due to a failure to conform to traditional masculine or feminine concepts of dress and conduct. Thus, if the reason for discrimination against a transgender-identified person is that he does not dress or act like a traditional concept of a man, that discrimination is unlawful. Beware, however, that if an employer could reasonably argue that the discrimination was not for this failure to conform to masculine/feminine gender norms but was in fact simply a dislike for trans-identified people, there would be no federal case.

Although hopes are high for passage of the federal Employment Non-Discrimination Act (ENDA), some versions contain no protections for gender identity or expression.

### **State Law (Oregon)**

**The Oregon Equality Act protects against discrimination on the basis of sexual orientation, gender identity and gender expression.**

The Oregon Equality Act, which became law in 2008, added sexual orientation as an unlawful basis for employment discrimination. The term “sexual orientation,” by its legal definition, includes gender identity and “appearance, expression or behavior” that differs from that traditionally associated with the person’s gender assigned at birth. The agency in charge of implementing the law, the Oregon Bureau of Labor and Industries (BOLI) has defined “gender identity” to mean “an individual’s gender-related identity, whether or not that identity is different from that traditionally associated with the individual’s assigned sex at birth, including, but not limited to, a gender identity that is transgender or androgynous.” BOLI has also defined “gender expression” to mean “the manner in which an individual’s gender identity is expressed, including, but not limited to, through dress, appearance, manner, or speech, whether or not that expression is different from that traditionally associated with the individual’s assigned sex at birth.”

### **If I work somewhere that has protection from discrimination on the basis of my gender identity, what rights do I have?**

There are three basic components: freedom from harassment while working, freedom from discrimination in employment decisions, and right to accommodation in the workplace. How these play out are generally addressed in some specific questions below. Most likely, the law will be construed by judges to provide greater protection for employees that have transitioned or are in the process of transitioning, and provide less protections on the basis of gender expression, simply because employers have long had wide latitude in controlling employee expression generally.

- **Bathrooms:** All employees have a right to safe and appropriate restroom facilities. This includes the right to use a restroom that corresponds to the employee’s gender identity, regardless of the employee’s sex assigned at birth. No other employees’ privacy rights are compromised by such a policy. The Oregon Equality Act provides that all employers must provide “reasonable and appropriate accommodations permitting all persons access to restrooms consistent with their expressed gender.” Employers may provide restrooms that are not gender specific, but they may not require a trans-identified person to use a non-gender-specific restroom if other employees are not so required.

## **EMPLOYMENT** (Continued)

- **Dress codes:** Trans employees are required to dress in conformance with the dress code as specified for non-trans persons of their presenting gender, meaning that trans women follow the dress code for women and trans men for men. An employer is not prohibited from enforcing an otherwise valid dress code or policy, as long as the employer provides, on a case-by-case basis, for reasonable accommodation of an individual based on the health and safety needs of the individual.
- **Harassment:** The Oregon Equality Act prohibits harassment on the basis of gender identity/ expression by supervisors, coworkers, and vendors of which they are aware or should reasonably be aware. That means if you do not complain to the appropriate person, you very likely would lose any claim against your employer. Check your employee handbook to find the appropriate person with whom to place a complaint.

### **Do I have to provide documents that will show I have legally changed my gender and name?**

No. It may be helpful, however, to provide such information if your social security number doesn't match your current name or your references do not know you by your current name. If you are asked to provide such documentation, ask for the purpose and, if it does not seem that the purpose is justified by actual need-to-know, then courteously refuse.

An employee who transitions on the job has the right to be addressed by the name and pronoun that corresponds to the employee's gender identity. Employee records and identification documents should be changed accordingly. While state law does not prohibit other employees from making inadvertent slips or honest mistakes about a person's name or gender, it does prohibit intentional or persistent refusal to respect a coworker's or employee's gender identity. Intentionally and consistently addressing a coworker or employee by the incorrect name or pronoun after having been informed of that person's gender identity is probably a form of discrimination that is prohibited by law.

### **Can I take family leave to care for my partner?**

It depends – first on whether your employer falls under the requirements for the Oregon Family Leave Law, and then on whether you have a legal relationship to your partner, such as marriage or an Oregon Registration of a Domestic Partnership. Oregon law requires employers provide family leave protections to the spouses and registered domestic partners of all employees if the employer employs at least 25 employees. The federal Family and Medical Leave Act does not require employers to provide leave for any unmarried partners.

### **Where should I turn if I have a discrimination complaint?**

The first place to turn is your Human Resources Department or someone delegated to take employee complaints. If there is no HR department or you have no instruction on where to go to report complaints, the Bureau of Labor and Industry (BOLI) will receive complaints and investigate allegations of violations of the Oregon Equality Act. You may also go directly to an attorney. You have one year to either file a BOLI complaint or file a civil complaint in court, starting from when the discrimination or harassment begins.

To file a complaint, visit [http://www.oregon.gov/BOLI/CRD/C\\_Crcompl.shtml](http://www.oregon.gov/BOLI/CRD/C_Crcompl.shtml)

## **PUBLIC ACCOMODATIONS**



**When at a place of public accommodation, like a restaurant, hotel or gym, do I have a right to use the bathroom or locker room that is consistent with my expressed gender?**

Probably. Oregon law requires all public facilities, including churches and religious institutions, to provide reasonable and appropriate accommodations permitting you to access restrooms consistent with your expressed gender. While Basic Rights Education Fund believes this means you are legally entitled to use the multi-stall restroom consistent with your gender expression, it is possible that a facility may request that you use a single-stall restroom. Because this issue has not been addressed by the courts, there is some legal ambiguity regarding whether they are allowed to make such a request.

**Can I be denied access to stores, restaurants, etc. because of my gender identity or expression?**

No. Oregon law prohibits public facilities from discriminating on the basis of gender identity and expression. The law makes it unlawful to discriminate on the basis of gender expression in the same way that it is unlawful to discriminate against someone because of their race, religion, sex, national origin, etc.

## **PUBLIC ACCOMODATIONS** (Continued)

### **Can I be denied membership in gyms, sports leagues, fraternal groups, or other clubs whose memberships are gender-based?**

Probably not. Oregon law prohibits organizations that offer services to the public from discriminating on the basis of gender expression. If the group or facility advertises itself as open to the public (i.e. it doesn't have specific membership requirements), it must allow you to participate in accordance with your expressed gender. However, a club or facility which is distinctly private is not covered by the law and can discriminate.

### **Is a business required to extend to me any discounts or different pricing that is offered based on gender (i.e. ladies night, different pricing for haircuts, etc.)?**

Probably. Oregon law prohibits businesses that offer services to the public from discriminating on the basis of gender expression. However, the law also prohibits providing different accommodations, advantages, facilities and privileges based on sex. Therefore, it is unclear whether pricing based on gender is itself allowed under the law. But common sense suggests that to the extent a business offers gender specific pricing, it should extend the pricing to an individual based on his or her expressed gender.

## HEALTH CARE



### **My health insurance specifically excludes coverage of transition-related care, like hormones, counseling and surgery. Is that legal?**

It depends on whether you get your health insurance as an employee benefit or another way.

If your health insurance coverage is provided through your employer, your partner's employer or your parent's employer and that employer is not a government employer or a religious organization, then a federal law known as the Employee Retirement Income Security Act (ERISA) probably governs your coverage, not state law. ERISA now permits most group health plans to exclude any type of treatment for transition-related care.

If your health coverage is not through an employer, or if it is through an employer that is a governmental body or a religious organization, then state law probably<sup>1</sup> governs the minimum requirements for your insurance policy. The Insurance Division of the Oregon Department of Consumer and Business Services (DCBS) has adopted Oregon Administrative Rules regarding health insurance coverage and the Oregon Equality Act.

Much transition-related care is also needed and utilized by non-trans individuals. Examples of these sorts of care include hormone therapy (used for birth control, menopause and more), hair removal (also used in connection with skin graft transplants for burn victims), and even genital surgery (also used by intersex people). The DCBS's rules require that insurance policies that are not provided by employers, and local and state government employee insurance policies, provide such coverage to transpeople if the same medical treatment is covered for any non-trans people.

On the other hand, if certain medical care exists and is utilized solely by trans folk, the Oregon Administrative Rules do not require that they be covered. Sadly, the Oregon Administrative Rules also currently permit insurance companies not to cover mental health counseling for trans-related care in adults (though it does require such coverage for transpeople who are under the age of 18).

Occasionally, transpeople are denied coverage for certain procedures because of problems with the insurer's computer system. For example, someone born female but transitioning may be recorded in the insurer's computer as a male but require a pap smear or hormone therapy. The insurer's computer might be programmed to deny such coverage. But such a denial is not permitted under Oregon law.

## **HEALTH CARE** (Continued)

Please note that the Oregon insurance laws discussed above may also apply to group health plans governed by ERISA, if the health coverage is provided through an insurance policy. But if the group coverage is self-funded by the employer, then state laws do not apply.

### **Can my health insurance drop my coverage or refuse my application for coverage because I'm transgender?**

No. No matter how you obtain health insurance, your coverage probably cannot be dropped because you are transgender. Health insurance coverage which is not governed by ERISA is governed by state law. Under Oregon law, the contract between the employer and the insurance company requires the insurance company to cover all the employer's employees, though the contract could specify certain limits on coverage. We have never heard of any such contract that permits the insurance company to deny coverage to transgender individuals.

Oregon law also prohibits your coverage from being dropped and your application from being refused because you are transgender. Oregon law prohibits discrimination against transgender people by places of public accommodation, and insurance has been held to constitute a public accommodation. Furthermore, the law limits the reasons and ways in which individual insurance policies can be cancelled or not renewed.

If your insurance is through an employer health insurance policy covered by ERISA, then Oregon law probably does not limit when that insurance company can reject your application for health insurance coverage. Unfortunately, federal law does not currently prohibit insurance companies from issuing policies that exclude coverage for transgender people. So your only legal protection for preventing a group health insurer from denying your application for ERISA-covered health insurance may be the terms of the contract between that insurer and the employer. Most ERISA-governed health insurance plans do not exclude coverage because the participant is transgender. In that case, the insurance company probably cannot deny you health insurance coverage simply because you are transgender.

### **How can I change the gender marker with my health insurance provider? Does that change require a surgery or a court order?**

It depends. The state Insurance Code does not specifically address changing gender markers, so insurers vary in the documentation they require. For example, Kaiser Permanente requires documentation of surgery before changing a patient's sex on record, while Regence/BlueCross simply refers to the gender marker on patients' driver licenses. Ultimately, we recommend checking with your insurer to determine what documentation is necessary.

### **Can a doctor, nurse or clinic refuse to treat me because of my gender identity or expression?**

No. Medical care providers may not refuse to treat a patient simply because of that patient's gender identity or expression. They may, however, assert that they do not have the medical expertise to treat you.

# LOCAL, STATE, AND NATIONAL RESOURCES

## Youth

- TransActive  
Portland, OR  
[www.transactiveonline.org](http://www.transactiveonline.org)
- Sexual and Gender Minority  
Youth Resource Center  
Portland, OR  
[www.smyrc.org](http://www.smyrc.org)
- Outside In  
Portland, OR  
[www.outsidein.org](http://www.outsidein.org)
- Lotus Rising Project  
Southern Oregon  
[www.lotusrisingproject.org](http://www.lotusrisingproject.org)
- Human Dignity Coalition  
Bend, OR  
[www.humandignitycoalition.org](http://www.humandignitycoalition.org)
- The Oregon Student Equal  
Rights Alliance  
Oregon Statewide  
[www.orstudents.org/osera](http://www.orstudents.org/osera)

## Housing & Employment Discrimination

- Oregon Bureau of Labor &  
Industry  
Oregon Statewide  
[www.oregon.gov/BOLI](http://www.oregon.gov/BOLI)
- Oregon's Fair Housing Hotline  
Oregon Statewide  
(800) 424-3247  
[information@FHCO.org](mailto:information@FHCO.org)

## Health Care

- Department of Business &  
Consumer Services – Insurance  
Division  
Oregon Statewide  
[insurance.oregon.gov](http://insurance.oregon.gov)
- Outside In Trans Clinic  
Portland, OR  
(503) 535-3828

## Significant Others, Family, Friends & Allies

- Gender Spectrum  
Based in Orinda, CA  
[www.genderspectrum.org](http://www.genderspectrum.org)
- Oregon PFLAG  
Oregon Statewide  
[www.pflag.org/map/index.php?state=OR](http://www.pflag.org/map/index.php?state=OR)

## ID & Documentation

- Outside In's ID Project  
Portland, OR  
(971) 544-1574

## Legal Referrals

- OGALLA, the LGBT Bar Association  
of Oregon  
Oregon Statewide  
[www.ogalla.org](http://www.ogalla.org)
- Legal Aid Services of Oregon  
Oregon Statewide  
[www.lawhelp.org/program/694/index.cfm](http://www.lawhelp.org/program/694/index.cfm)

## Criminal Justice

- TGI Justice  
California  
[www.tgijp.org](http://www.tgijp.org)
- Partnership for Safety & Justice  
Oregon Statewide  
[www.safetyandjustice.org](http://www.safetyandjustice.org)

## Hate Crimes & Police Accountability

- Coalition Against Hate Crimes  
Portland, OR  
[www.againsthate.pdx.edu](http://www.againsthate.pdx.edu)
- Sexual Minorities Round Table  
Portland, OR  
[www.portlandonline.com/police/index.cfm?c=31112](http://www.portlandonline.com/police/index.cfm?c=31112)

## Community

- Gender (Free) For All  
Portland, OR  
[www.gffapdx.com](http://www.gffapdx.com)
- Tranz Guys, Trans-Fem, Gender  
Queery  
Portland, OR  
[www.pdxqcenter.org](http://www.pdxqcenter.org)
- Northwest Gender Alliance  
Portland, OR  
[nwgaweb@gmail.com](mailto:nwgaweb@gmail.com)
- Resources PDX  
Portland, OR  
[www.resourcespdx.org](http://www.resourcespdx.org)

## National Organizations

- National Center for Transgender  
Equality  
Based in Washington, DC  
[www.transequality.org](http://www.transequality.org)
- Transgender Law Center  
Based in San Francisco, CA  
[www.transgenderlawcenter.org](http://www.transgenderlawcenter.org)
- United ENDA  
[www.unitedenda.org](http://www.unitedenda.org)
- National Gay & Lesbian Task  
Force  
[www.thetaskforce.org](http://www.thetaskforce.org)
- Sylvia Rivera Law Project  
Based in New York City, NY  
[www.srlp.org](http://www.srlp.org)
- National Center for Lesbian  
Rights  
Based in San Francisco, CA  
[www.nclrights.org](http://www.nclrights.org)

## Want to add a resource to this list?

**Email:** [aubrey@basicrights.org](mailto:aubrey@basicrights.org)

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