

HB 45 / SB 120: Creating the “Florida Competitive Workforce Act”

***Workforce protection is needed for the
lesbian, gay, bisexual, and transgender population.***

What is the purpose of HB 45 / SB 120?

- ▶ The “Florida Competitive Workforce Act” will add sexual orientation and gender identity to the existing law making it illegal to discriminate for employment, housing, and public accommodations because of race, color, religion, sex, national origin, age, disability, or marital status.

Why is HB 45 / SB 120 necessary?

- ▶ Currently, the lesbian, gay, bisexual, and transgender community has no nondiscrimination protection.
 - ◊ In a survey by the National Association of Gay and Lesbian Real Estate Professionals, 97% of lesbian, gay, bisexual, and transgender respondents say it is important to live in a state with an LGBT anti-discrimination ordinance.
- ▶ 47% of Floridians are not protected from discrimination based on sexual orientation and gender identity.

How would HB 45 / SB 120 work?

- ▶ Under HB 45 / SB 120, sexual orientation and gender identity or expression are afforded the same protection as others.
- ▶ If this bill passes, individuals may not be discriminated against by public lodging and food service establishments, or with respect to education, housing, public accommodation, or employment based on the status of sexual orientation and gender identity or expression.
- ▶ The Florida Businesses for a Competitive Workforce Coalition contends that Florida’s economy will grow by attracting and retaining the best workers to the state through assurance of equal opportunity employment.

**Support Florida’s lesbian, gay, bisexual, and transgender
population by voting “YES” on HB 45 / SB 120!**