

## **HB 161 / SB 206: Creating the “Florida Competitive Workforce Act”**

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

### **What is the purpose of HB 161/ SB 206?**

- ▶ 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 161 / SB 206 necessary?**

- ▶ In addition to cities and counties, businesses have been leading the way in offering LGBTQ inclusive nondiscrimination protections. In fact, more than 75% of Fortune 500 companies protect employees against discrimination based on sexual orientation and gender identity.
- ▶ Public opinion has been steadily moving in our direction. Polls show that nearly 75% of Floridians support fully inclusive laws to protect LGBTQ people from discrimination.
- ▶ Twelve counties and 33 cities and towns in Florida currently prohibit discrimination in employment based on sexual orientation and gender identity in both the private and public sector, with another dozen counties, cities and towns offering a part of those protections

### **How would HB 161/ SB 206 work?**

- ▶ Under HB 161 / SB 206, 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 asking for committee hearing on HB 161/ SB 206!**