

**Offered by Councilor Gabriela Coletta and Councilor Kendra Lara,
Louijeune, Arroyo, Bok, Breadon, Fernandes Anderson, Flaherty, Mejia,
Murphy, Worrell and Flynn**

CITY OF BOSTON



IN THE YEAR TWO THOUSAND TWENTY-TWO

**AN ORDINANCE AMENDING CHAPTER VI, SECTION 6-11 OF THE CITY OF
BOSTON CODE, ORDINANCES, REGARDING GENDER INCLUSION**

WHEREAS, The LGBTQ+ community, in particular the Transgender and non-binary community, have often bared the brunt of workplace discriminatory practices. The transgender-identified population experiences three times higher unemployment than the general population, per Out & Equal, while 27 percent report being "fired, not hired, or denied a promotion" in the last year because of gender identity; and,

WHEREAS Massachusetts is a leader in protecting the Transgender community. The Commonwealth has passed legislation providing state-level gender identity guidelines for public accommodations, gender affirming healthcare service, and bans on gay or gender identity conversion therapy for children under 18. Boston has an obligation to further provide a dignified work environment for transgender and gender non-conforming city workers who seek to use a name that matches their gender identity rather than the name on their birth certificate if they so choose; and,

WHEREAS, Currently, city workers identifying as transgender or non-binary must provide legal forms that inaccurately state their name. These forms are then used on all work documentation including employee identification cards and email designations. It is crucial that the City of Boston end this undignified practice as a model for other workplaces and out of respect for all of its city workers; and,

WHEREAS, All city workers deserve honor and respect for dedicating their lives to a career of service. This simple inclusionary change can make a difference to many who live in fear of being treated differently for who they are, and sets a precedent for safety and dignified measures for all Bostonians.

WHEREAS, This provision will hereafter be referred to as “Jack’s Law”.

NOW THEREFORE, Be it ordained by the City Council of Boston, as follows:

Section 1.

Chapter 6, Section 6-11, Gender Inclusion, shall be amended by adding the following sentence at the end of the first paragraph:

All forms shall include an option where an individual may designate their chosen name if different from their legal name.

All city departments shall be obligated to implement these provisions.

Section 2. Effective Date

The provisions of this ordinance shall be effective immediately upon passage.

Filed in Council: December 14, 2022