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North Carolina's HB 2

On March 23, after a hurried single-day special legislative session called for this sole purpose, Governor Pat McCrory signed into law HB 2, an outrageous and unprecedented anti-LGBT bill that revoked the LGBT-inclusive provisions of Charlotte's non-discrimination ordinance, undermined the democratic process in cities across the state, and wrote anti-transgender discrimination into law statewide, putting transgender people, particularly students, at increased risk.

Writing Anti-Transgender Discrimination into Law

North Carolina has the unfortunate distinction of becoming the first state in the country to enact a law writing discrimination against transgender people in sex-segregated facilities into law. A similar law – that applied only to transgender students – was subject to a high-profile veto by Republican Governor Dennis Daugaard of South Dakota earlier this year.

North Carolina's law is unprecedented and extreme. Not only does it force transgender students in public schools to use restrooms and other facilities inconsistent with their gender identity, as the South Dakota bill did, it also requires anti-transgender discrimination in access to facilities in all publicly-owned buildings – including public universities, airports, convention centers, city buildings, state agencies, and publicly-owned properties leased to social service providers – by limiting that access to be based on biological sex as well.

Because the law directly contravenes [Title IX](#), North Carolina's federal funding – at least 4.5 billion dollars – is put at risk. This section of the law offers costly supposed solutions to non-existent problems, and it forces schools to choose between complying with federal law – plus doing the right thing for their students – or complying with a state law that violates students' civil rights.

Municipal and State Protections

The law eliminates existing municipal non-discrimination protections for LGBT people and prevents such provisions from being passed by cities in the future. This means that only statewide non-discrimination laws are allowed, and the law passed doesn't include protections for sexual orientation and gender identity. The law also prevents cities from regulating in areas like living wage laws, benefits and hour regulations for workers in the city, city contracting, and even child labor regulations. Further, it also eliminates the ability of people who have been discriminated against on any basis – including race and religion – to bring a suit against their employer.

Opposition

Governor McCrory and state lawmakers have come under increasingly intense pressure to repeal the discriminatory law in the upcoming legislative session later this month.

Mayors and governors across the country are [banning travel](#) to the state, and the New York Times editorial board called North Carolina a “[pioneer in bigotry](#).” Paypal, Google Ventures, Lionsgate, and Braeburn Pharmaceuticals have stopped [investments](#) in the state because of the new discriminatory law, and more than 130 leading CEOs and business leaders have signed an [open letter](#) urging repeal.