

## **Bill 23-07 Summary**

Bill 23-07 prohibits discrimination in housing, employment, public accommodations, cable television service, and taxicab service on the basis of gender identity. The bill defines gender identity as an individual's actual or perceived gender, including a person's gender-related appearance, expression, image, identity, or behavior, whether or not those gender-related characteristics differ from the characteristics customarily associated with the person's assigned sex at birth. The Bill permits an employer to require an employee to adhere to reasonable workplace appearance, grooming, and dress standards that are nondiscriminatory and not precluded by any provision of state or federal law. However, an employer must allow an employee to appear, groom, and dress consistent with the employee's gender identity. The Bill does not apply to accommodations that are distinctly private and personal.