



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>5 Sept 2018</i> <i>Rhet M. Penner</i>		GENERAL MANAGER ACTION REQ'D:		
DATE: 9/4/2018		BOARD INITIATED ITEM: No		
Originator/Prepared by: Tiffany Posey Dept: Administration Office	General Counsel <i>[Signature]</i>	Controller/Treasurer <i>[Signature]</i>	District Secretary	BARC
Signature/Date: <i>Tiffany Posey 9/4/18</i>	<i>9/5/18</i> []	<i>9/5/18</i> []	[]	<i>[Signature]</i> <i>9/5/18</i> []

PROHIBITION OF TRAVEL TO STATES WITH ANTI-LGBTQ+ LAWS

PURPOSE:

To adopt a policy prohibiting District-funded travel to states with anti-LBGTQ+ laws.

DISCUSSION:

The San Francisco Bay Area Rapid Transit District (District) is committed to protecting the rights of all individuals and prohibits discrimination based on race, national origin, ethnic group identification, religion, age, sex, sexual orientation, color, genetic information, or disabilities.

The District continues to be a leader in protecting civil rights and preventing discrimination based on sexual orientation, gender identity, and gender expression. The District also believes that the exercise of religious freedom is not a blanket justification for discrimination.

On September 27, 2017, the Governor of the State of California signed legislation that prohibits state-funded travel to states that have anti-LGBTQ+ laws. **AB 1887** specifies travel bans to any state that has enacted laws that void or repeal, or has the effect of voiding or repealing, existing state or local protections against discrimination on the basis of sexual orientation, gender identity, or gender expression or has enacted a law that authorizes or requires discrimination against same-sex couples or their families or on the basis of sexual orientation, gender identity, or gender expression, as specified, subject to certain exceptions, including:

- Enforcement of California law, including auditing and revenue collection.
- Litigation.
- To meet contractual obligations.

PROHIBITION OF TRAVEL TO STATES WITH ANTI-LGBTQ+ LAWS (cont.)

- To comply with requests by the federal government to appear before committees.
- To participate in meetings or training required by a grant or required to maintain grant funding.
- To complete job-required training necessary to maintain licensure or similar standards required for holding a position, if comparable training cannot be obtained in California or a different state not subject to the anti-discrimination laws.
- For the protection of public health, welfare, or safety as determined by the District.

Effective October 1, 2018, the District intends to adopt the above-described policy modeled upon the State of California's AB 1887 as well as its current list of states to which District-paid travel would be prohibited. The states currently subject to this ban are:

Alabama	Oklahoma
Kansas	South Dakota
Kentucky	Tennessee
Mississippi	Texas
North Carolina	

Additions or deletions to this list may be periodically made to the extent the State of California adds or deletes states from the AB 1887 roster. Any exception to this policy will need prior approval of the General Manager. Please contact Michael Jones, AGM, Administration if you have questions.

FISCAL IMPACT:

There is no fiscal impact to the District.

ALTERNATIVES:

Adopt amended or modified policy.

RECOMMENDATION:

Adopt the following motion.

MOTION:

The Board adopts the travel policy, attached hereto, prohibiting District-funded travel to states with anti-LGBTQ+ laws.



PROHIBITION OF TRAVEL TO STATES WITH ANTI-LGBTQ+ LAWS

Statement of Policy:

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