

healthcare

Insurers are prohibited from denying, canceling, and limiting or refusing insurance coverage based on gender identity, expression or transgender status.

Health insurance policies cannot arbitrarily exclude coverage for gender affirmation services including (but not limited to) hormone therapy, mental health services, and surgical services.

It's illegal for an insurance company to **deny coverage for treatments typically associated with one gender based on the gender listed in the insurance company's records** or the sex you were assigned at birth.

- **EX:** if a trans woman's health care provider decides she needs a prostate exam, an insurance company can't deny it because she is listed as female in her records.

public accomodation

You cannot be refused entry, participation, or services because you are transgender or gender nonconforming. You have the right to enjoy a business's services or goods on an equal basis.

You cannot be turned away because **someone objects to your gender presentation.**

housing

FAIR HOUSING ACT & EQUAL ACCESS RULE (STATE & FEDERAL LEVEL): Prohibits housing discrimination on the basis of sex, gender identity, and gender expression.

- **You cannot be denied housing or evicted because you are transgender, gender-diverse, or non-binary.**

san mateo pride center

We are a program of **StarVista** in collaboration with Outlet of Adolescent Counseling Services and Peninsula Family Service.

Our mission is to create a **safe, inclusive, and affirming community** for individuals of all ages, sexual orientations, and gender identities. **We provide a broad range of accessible and affordable services, including:**

Therapy & Counseling
Case Management
Peer Support Groups
Trainings & Workshops
Social/Community Events & more!

CONNECT WITH US:

#: (650) 591-0133

Email: info@sanmateopride.org

Visit www.sanmateopride.org

Follow us on Facebook & Instagram
([@sanmateopride](https://www.facebook.com/sanmateopride))

CRISIS SUPPORT (24/7)

If you're in distress or just need someone to talk to, you are not alone. Reach out for support:

TRANS LIFELINE: (877) 565-8860

TREVOR PROJECT: (866) 488-7386

STARVISTA CRISIS LINE: (650) 579-0350

INTIMATE PARTNER ABUSE: (800) 300-1080

TEXT "HOME" to 741741

Or visit <https://sanmateocrisis.org>

For Additional Resources: Dial 2-1-1 at any time (available 24/7 and in 150 languages) for connections to local resources of any kind.

legal support & advocacy

*This brochure is intended to support and empower **transgender, gender-diverse, and non-binary individuals** in navigating various resources in **San Mateo County** and beyond. This resource was created **by the community, for the community.***

We know how challenging it can be to get the support you need, so in sharing these tips and tricks we hope to give you the tools to thrive. If you need further assistance, please reach out. We are here to support you.



This project is supported by Kaiser Permanente Northern California Community Benefit Programs.

employment & the workplace

- **You have the right to be addressed by your lived name and pronouns**, regardless of whether you have legally changed your name and gender marker. If your employer consistently and intentionally misgenders you, that could be illegal harassment.
- **All employees have a right to safe and appropriate restrooms.** Your employer cannot dictate which restroom you use. If there are single-stall restrooms, they must be labeled "All Gender," "Unisex," etc.
- **EXAMPLES OF UNLAWFUL DISCRIMINATION:**
 - *Firing an employee who came out or who was planning to make a gender transition*
 - *Failing to hire an applicant because they are trans*
 - *Denying access to the appropriate restroom*
- **DURING INTERVIEWS OR JOB APPLICATIONS:**
 - *Employment cannot be conditioned on gender identity*
 - *You cannot be required to reveal your gender on job applications or interviews*

for more information

TRANSGENDER LAW CENTER: Legal resources and support for: Updating identity documents, Healthcare, Employment, Prisons/Policing; Housing; Public accommodations, and more.

- www.transgenderlawcenter.org

NATIONAL CENTER FOR TRANSGENDER EQUALITY (NCTE): Self-help guides & publications, including info on how to find legal help and file complaints of discrimination or mistreatment.

- www.transequality.org/know-your-rights

NATIONAL CENTER FOR LESBIAN RIGHTS (NCLR): the first national LGBTQ legal organization founded by women, bringing a fierce, longstanding commitment to racial/economic justice. Provides free legal assistance to LGBTQ people and their advocates.

- www.nclrights.org/get-help

lgbtq+ immigration and asylum

OASIS LEGAL: Provides comprehensive legal services to assist LGBTQIA+ immigrants. Screening for immigration relief, Affirmative asylum, Residency, Citizenship, & Family petitions.

- #: (510) 666-6687
- www.oasislegalservices.org

LGBT ASYLUM PROJECT: Provides accessible legal representation for LGBTQ+ asylum seekers who are fleeing persecution due to their sexual orientation, gender identity and/or HIV status.

- info@lgbtasylumproject.org
- www.lgbtasylumproject.org

legal name and gender change workshop

The [Pride Center](#) hosts a free monthly workshop to help you legally change your name/gender marker. We review the process, provide all the forms you'll need, and help you fill them out!

- **RSVP:** bit.ly/name-and-gender-change-rsvp
- For guides on the process: <https://bit.ly/name-and-gender-change-guide>
- Contact alex.golding@sanmateopride.org

For Additional Resources: Dial 2-1-1 at any time (available 24/7 and in 150 languages) for info, directions, and connections to local resources and providers of any kind.

legal advocacy and responding to discrimination

BAY AREA LEGAL AID

- **For Housing, Public Benefits, or Consumer Law issues:** #: (800) 551-5554
- **For Health care or unfair medical billing issues** #: (855) 693-7285.
- **Domestic Violence Restraining Order Clinics:**
baylegal.org/get-help/find-an-office/san-mateo-county
 - For more info: <https://baylegal.org/get-help>

LEGAL AID SOCIETY

- Supports with civil legal matters including healthcare, housing, public benefits, immigration, & elder abuse.
- #: (650) 558-0915
- www.legalaidsmc.org

PROJECT SENTINEL

- Provides support with housing discrimination, landlord-tenant dispute resolution, and housing education.
- #: (800) 339-6043
- www.housing.org

CORA (COMMUNITY OVERCOMING RELATIONSHIP ABUSE)

- Provides support with intimate partner abuse cases, restraining orders, child custody, divorce & more.
- **Legal information line** #: (650) 259-1855
- **24/7 Domestic Violence support:** # (800) 300-1080
- www.corasupport.org