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.

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.

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.

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@sanmateoprider.org
- Visit [www.sanmateoprider.org](http://www.sanmateoprider.org)
- Follow us on Facebook & Instagram (@sanmateoprider)

**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: (600) 300-1080
- TEXT “HOME” to 741741
- Or visit [https://sanmateocrisis.org](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.
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

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

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.ncrights.org/get-help

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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!
- 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: #: (1)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