

# FAIRNESS?

WHAT WOULD AN ANTI-DISCRIMINATION  
FAIRNESS LAW DO IN MY TOWN?

WOULD A FAIRNESS LAW  
PROTECT ALL RESIDENTS  
FROM DISCRIMINATION?

YES

A Fairness law would prohibit discrimination in employment, housing, and public accommodations based upon someone's actual or perceived race, color, religion, national origin, sex, age (over the age of 40), disability, sexual orientation, gender identity, or familial status

AREN'T THERE CURRENTLY  
STATE & FEDERAL LAWS  
THAT PROHIBIT LGBT  
DISCRIMINATION?

NO

While most other minorities are included in state and federal civil rights acts—including smokers in Kentucky—lesbian, gay, bisexual, and transgender (LGBT) people are not. Without the same protections as women, people of color, etc., LGBT individuals can still be legally fired from a job, denied an apartment, or kicked out of a restaurant or park.

WOULD MY CHURCH  
HAVE TO HIRE OR MARRY  
GAY PEOPLE?

NO

Fairness ordinances include employment exemptions for religious institutions and businesses owned or operated by a religion. Fairness laws in no way impact churches' and ministers' rights to abstain from performing same-gender weddings.

AS A LANDLORD, WOULD  
I HAVE TO RENT A ROOM  
IN MY HOUSE TO A GAY  
PERSON?

NO

There are also exemptions in a Fairness law for small renters and employers. Housing exemptions include folks renting units in their homes, and employment exemptions apply to businesses with fewer than eight employees typically.

DO MOST PEOPLE  
SUPPORT ANTI-  
DISCRIMINATION  
FAIRNESS PROTECTIONS?

YES

83% of Kentuckians support these types of anti-discrimination Fairness protections, according to a recent survey by The Schapiro Group. They agree everyone should be afforded the opportunity to earn a living, put a roof over their head, and eat at their favorite restaurant without being turned away just because of who they are. Do you agree? Learn more at [www.FairnessCoalition.org](http://www.FairnessCoalition.org)!



[WWW.FAIRNESSCOALITION.ORG](http://WWW.FAIRNESSCOALITION.ORG)

ACLU-KY | [ACLU-KY.org](http://ACLU-KY.org)

Fairness Campaign | [Fairness.org](http://Fairness.org)

KY Commission on Human Rights | [KCHR.KY.gov](http://KCHR.KY.gov)

Lexington Fairness | [LexingtonFairness.org](http://LexingtonFairness.org)

FAIRNESS COALITION | [FairnessCoalition.org](http://FairnessCoalition.org)

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