

Executive Order #1 of 2025
ON THE PROTECTION OF TRANSGENDER INDIVIDUALS
& THE PREVENTION OF DISCRIMINATION

WHEREAS, in 2024, New York State voters, by referendum voted to amend Article I, Section 11 of the New York State Constitution to include equal protection for sex, sexual orientation, gender identity and gender expression, and other classifications; and,

WHEREAS, in 2019, the New York State Legislature passed, and the Governor signed into law, the Gender Expression Non-Discrimination Act ("GENDA"), prohibiting discrimination on the basis of gender identity or expression; and,

WHEREAS, recent rhetoric and actions out of Washington, D.C., seek to normalize discriminating against transgender and gender diverse people, threatening their safety and well-being; and,

WHEREAS, the Trevor Project's 2023 U.S. National Survey on the Mental Health of LGBTQ Young People found that roughly half of transgender and nonbinary young people seriously considered attempting suicide in that year; and,

WHEREAS, every individual must be afforded an equal opportunity to enjoy a full and productive life, and the failure to provide such equal opportunity threatens the foundation of a free democratic society and the peace, order, health, safety, and general welfare of our communities; and,

WHEREAS, it is a fundamental tenet of American democracy that all individuals who live in our free society have the right to self-determination, to make their own choices, follow their own beliefs, be themselves, and conduct their own lives as they see fit, consistent with existing law and human dignity; and,

WHEREAS, Ulster County is committed to protecting the rights, health, and safety of all persons, including transgender and all gender diverse individuals;

NOW, THEREFORE, I, JEN METZGER, County Executive of the County of Ulster, in accordance with the aforementioned and in furtherance of my statutory duties, do hereby order and direct the following:

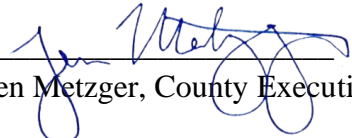
- The Ulster County Government shall protect the rights of transgender and all gender diverse community members by preventing discrimination based on gender identity and expression, and by promoting a safe and inclusive environment in County buildings, facilities, and services, including through continued implementation of the Preferred Name and Pronoun Plan.

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- The Ulster County Department of Human Rights, working with the Ulster County Commission on Human Rights, shall conduct education and outreach in Ulster County communities to promote a culture of respect and inclusiveness and prevent discrimination against transgender and gender diverse community members in housing, employment, and education, among other areas.
- The Ulster County Government shall strictly follow the State Constitution, and State and County Human Rights laws that affirm and protect the rights of all people.

The County of Ulster



Jen Metzger, County Executive

Dated: March 31, 2025
Kingston, NY

