

POSITION STATEMENT: Full Repeal of HB2

The National Association of Social Workers North Carolina Chapter (NASW-NC) supports a full repeal of House Bill 2, Public Facilities Privacy and Security Act (HB2). House Bill 2 was signed into law after the Second Special Session in 2016 and implements discrimination against Lesbian, Gay, Bisexual, and Transgender (LGBT) citizens and limits local governments from enacting certain employee rights.

As implemented, the current law requires:

- All public agency restrooms, school restrooms and locker rooms that are not single-occupancy to be single-sex and must be limited based upon an individual's "biological sex" as "is stated on a person's birth certificate."
- All local laws governing nondiscrimination practices in public accommodations and employee rights (minimum wages, overtime, benefits, etc.) in employment are preempted and superseded by state laws.
- That individuals cannot bring "any civil action" based upon the state's employment or public accommodation nondiscrimination protections.
- Cities and counties to be prohibited from writing non-discrimination ordinances that protect LGBT people or veterans.

The Cost of HB2:

- The state has lost out on an estimated **\$91 million** in revenue when the NCAA and Atlantic Coast Conference announced they were moving 15 college championship events from the state, citing values of equality and diversity.ⁱ
- House Bill 2 could cost the state almost \$5 billion a year, according to a report from the Williams Institute, a UCLA School of Law think tank that focuses on sexual orientation and gender identity law and public policy.
- North Carolina faces a **\$3 billion loss in federal grants and contracts**, mainly stemming from the in **funds for public schools, colleges and universities**.
- If North Carolina loses the nearly \$3 billion dollars in federal funding clearly endangered by HB2, it could destroy more than **53,000 jobs** and cost North Carolina workers **\$2.4 billion in wages**

This law is in violation to the *NASW Code of Ethics*. According to section 4.02, Discrimination, "Social workers should not practice, condone, facilitate, or collaborate with any form of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical disabilities."

ⁱ Mark Abadi, "North Carolina has lost a staggering amount of money over its controversial 'bathroom law'" Business Insider, September 21, 2016, accessed February 15, 2017, <http://www.businessinsider.com/north-carolina-hb2-economic-impact-2016-9>