

STATE OF NORTH CAROLINA
OFFICE OF THE GOVERNOR

PAT McCrORY
GOVERNOR

May 19, 2016

Ms. Karen Totaro
635 Fritz Drive, Suite 100
Coppell, TX 75019

Dear Ms. Totaro,

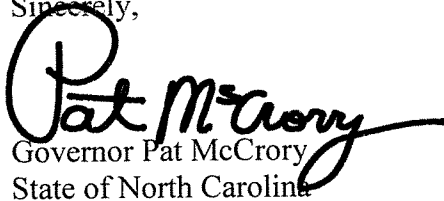
Thank you for sharing your thoughts about House Bill 2 - Public Facilities Privacy and Security Act. I appreciate hearing from you about this important issue.

In an effort to address some of the concerns that my administration has heard in reference to HB 2, and to clear up some misinformation surrounding the bill, I issued Executive Order 93. This order maintains common sense gender-specific restroom and locker room facilities in government buildings and schools, affirms the private sector's right to establish its own restroom and locker room policies and their right to establish non-discrimination employment policies, and expands North Carolina's equal opportunity employment policy for state employees to cover sexual orientation and gender identity. I have also asked the Legislature to pass legislation reinstating the right to sue in state court for discrimination.

Please see the attached fact sheet for additional information.

As North Carolinians, I know that we can work together to ensure the privacy and equality of all our citizens. Thank you for writing.

Sincerely,


Governor Pat McCrory
State of North Carolina

HB2 Fact Sheet

Historical background:

- The City of Charlotte imposed a far reaching and unnecessary mandate on private businesses that would have allowed individuals to use the restroom, locker room, or shower facility of their choice.
 - Charlotte's own city government rejected this proposal less than a year earlier as have other cities in the country such as Houston, the host of the recent Men's NCAA Final Four basketball games.
 - The state took action to protect basic expectations of privacy in bathrooms, restrooms or locker rooms.
1. In North Carolina government buildings, highway rest stops, public schools, community colleges and our universities, individuals use the bathrooms, restrooms or locker rooms that correspond with their biological sex. Accommodations due to special circumstances are encouraged at all state government facilities.
 2. Private businesses can make their own policy decision with regard to restrooms, locker rooms, and shower facilities instead of a forced mandate from government. Private employers can also establish their own non-discrimination policies.
 3. Governor McCrory signed an Executive Order that gives all state employees non-discrimination protections for sexual orientation and gender identity.
 - North Carolina is one of only 26 states with non-discrimination protections for state employees that includes sexual orientation and gender identity.
 4. Governor McCrory has also asked state lawmakers to restore the ability to sue in state court for wrongful termination due to discrimination.