

# LESBIAN, GAY, BISEXUAL, AND TRANSGENDERED PERSONS

Despite advances made in recent years, lesbians, gay men, bisexuals and transgendered persons (LGBT persons) continue to face discrimination in all areas of life. So far, the United States Supreme Court has not granted heightened protection as a class to LGBT persons. Sexual orientation is not covered by federal anti-discrimination laws. No federal laws prevent a person from being fired from a job based on sexual orientation or marital status. In fact, the nation's largest employer - the military - openly discriminates against LGBT persons. LGBT persons often face discrimination in domestic court disputes, including divorce, adoption and child custody battles. However, in some courts, same-sex partners have been allowed to adopt a partner's biological child ("a second parent adoption"), gay couples have been allowed to jointly adopt a child, and allowed visitation with the biological child of a former partner after the couple split up. There are currently no laws prohibiting a LGBT person from serving as a foster or adoptive parent in Tennessee.

In 1996, the Supreme Court in *Romer v. Evans*, invalidated a Colorado constitutional amendment, passed by a state public referendum, that prohibited the state and its municipalities from enacting gay rights laws. The Supreme Court in 1998 held that a sexual harassment case could not be dismissed simply because the victim and his alleged harassers were both men. The court struck down an earlier decision that sexual harassment can only occur where the victim and harasser are the opposite sex. The case opens the door to greater protections from harassment based on sexual orientation in the workplace.

Currently, there are also no Tennessee laws prohibiting discrimination in employment on the basis of sexual orientation or laws protecting tenants from discriminatory treatment by landlords solely because of sexual orientation. In some cases, transgender individuals may be protected under Tennessee or federal laws prohibiting sex discrimination to the extent that the discriminatory acts were premised on a failure to conform to sex stereotypes.

Tennessee remains one of only a few states that will not amend a person's gender marker on a birth certificate even after sex-reassignment surgery.

## RESOURCES – NATIONAL AND STATE

ACLU-TN provides the following list of resources for informational purposes only. ACLU-TN does not endorse any of the organizations listed.

### National Organizations

- [Gay and Lesbian Alliance Against Defamation \(GLAAD\)](#)

#### **Los Angeles Office**

5455 Wilshire Blvd, #1500

Los Angeles, CA 90036

Phone: (323) 933-2240

Fax: (323) 933-2241

#### **New York Office**

104 West 29th Street, 4th Floor

New York, NY 10001

Phone: (212) 629-3322

Fax: (212) 629-3225

Organization promoting the fair and accurate portrayal of LGBT individuals in the media.

- **GLBT National Hotline**

1-888-THE-GLNH

Provides peer-counseling, info, and local resources.

- **GLBT National Youth Talkline**

1-800-246-7743

For teens and young adults up to age 25; provides peer-counseling, info, and local resources.

- [GLBT Student Pride Network](#)

Offers online resources, community networking, and a comprehensive directory of LGBT organizations on college campuses

- [Human Rights Campaign \(HRC\)](#)

1640 Rhode Island Ave. N.W.

Washington, DC 20036-3278

Phone: (202) 628-4160

Toll-Free: (800) 777-4723

TTY: (202) 216-1572

Fax: (202) 347-5323



P.O. Box 120160, Nashville, TN 37212

Tel: 615.320.7142

▪ **Immigration Equality**

40 Exchange Place, 17th Floor  
New York, NY 10005  
Phone: (212) 714-2904  
Fax: (212) 714-2973

National organization promoting equal immigration rights for LGBT and HIV/IDS individuals.

▪ **Lambda Legal**

120 Wall Street  
Suite 1500  
New York, NY 10005-3904  
Phone: (212) 809-8585  
Fax: (212) 809-0055

**Southern Regional Office**

730 Peachtree Street, NE, Suite 1070  
Atlanta, GA 30308-1210  
Phone: (404) 897-1880  
Fax: (404) 897-1884

Legal organization promoting the civil rights of lesbian, gay, bisexual, transgendered, and HIV/AIDS persons through litigation, education, and public policy work.

▪ **National Gay and Lesbian Task Force**

1325 Massachusetts Ave. NW  
Suite 600  
Washington, DC 20005  
Phone: (202) 393-5177  
Fax: (202) 393-2241

Works for the civil rights of LGBT persons through grassroots organizing and research and policy analysis.

▪ **PFLAG (Parents, Friends and Family of Lesbians and Gays)**

❖ **PFLAG Chattanooga**

P.O. Box 17252  
Chattanooga, TN 37415  
Phone: (423) 875-5750

❖ **PFLAG Clarksville**

P.O. Box 30092  
Clarksville, TN 37040  
Email: [info@pflagclarksville.org](mailto:info@pflagclarksville.org)

❖ **PFLAG Crossville/Cumberland County**

P.O. Box 272  
Pleasant Hill, TN 38578  
Phone: (931) 277-5853

❖ **PFLAG Johnson City/Kingsport/Bristol**

P.O. Box 42  
Mountain Home, TN 37684  
Phone: (423) 483-7129  
Email: [pflagtricity@yahoo.com](mailto:pflagtricity@yahoo.com)

❖ **PFLAG Knoxville**

2931 Kingston Pike  
Knoxville, TN 37919  
Phone: (865) 988-8537  
Email: [knoxpflag@hotmail.com](mailto:knoxpflag@hotmail.com)

❖ **PFLAG Memphis**

1303 Calais Rd.  
Memphis, TN 38120  
Phone: (901) 682-8709  
Email: [pflagmemphis@pflagmemphis.org](mailto:pflagmemphis@pflagmemphis.org)

❖ **PFLAG Nashville**

P.O. Box 2105  
Antioch, TN 37011-2105  
Email: [info@pflagnashville.org](mailto:info@pflagnashville.org)  
Non-profit organization seeking to promote the health and well-being of LGBT persons and their families and friends through education, advocacy, and support.

▪ **Project 10**

115 West California, #116  
Pasadena, CA 91105  
(626) 577-4553

Project 10 is the nation's first public school program dedicated to providing on-line educational support services for gay, lesbian, bisexual, transgender, and questioning youth.

▪ **Servicemembers Legal Defense Network**

PO Box 65301  
Washington, DC 20035  
Phone: (202) 328-3244  
Fax: (202) 797-1635  
Email: [sldn@sldn.org](mailto:sldn@sldn.org)

A national legal aid and watchdog organization that assists men and women targeted by military policies on gay and lesbian personnel. Complainants are encouraged to call for assistance.



P.O. Box 120160, Nashville, TN 37212  
Tel: 615.320.7142

## **State Organizations**

### ▪ **Memphis Area Gay Youth**

*P.O. Box 241852*

*Memphis, TN 38124*

*Phone: (901) 335-MAGY*

*Email: magyinfo@aol.com*

Youth-run support and advocacy group for LGBT youth ages 13-20. Offers referral services, education resources, social events, discussions, community volunteer opportunities, and 24-hr phone line.

### ▪ **Memphis Gay and Lesbian Community Center**

*892 South Cooper Street*

*Memphis, TN 38104*

*Phone: (901) 278-6422*

*Email: info@mgfcc.org*

Community organization offering an array of services to LGBT individuals

### ▪ **Nashville Pride**

*P.O. Box 330931*

*Nashville, TN 37203-7506*

*(615) 650-6736*

Annual celebration of LGBT pride and culture. Also has education and outreach programs.

### ▪ **One-in-Teen Youth Services**

*P.O. Box 40886*

*Nashville, TN 37204*

*Phone: (615) 321-7288 or 1-877-663-4686*

*Email: info@one-in-teen.org*

Offers education, social, and support programs for lesbian, gay, bisexual, transgender, and questioning youth between the ages of 14 and 21.

### ▪ **OutCentral**

*P.O. Box 331935*

*Nashville, TN 37203*

*Phone: (615) 294-4834*

*Email: info@outcentral.org*

LGBT cultural center offering a variety of events and programs—conferences, lectures, films, concerts, readings, community forums, panel discussions, workshops, etc. Also offers meeting spaces for organizations and offices, lockers, and work areas to nonprofit organizations serving the community.

### ▪ **Spectrum**

*Email: UTCgsa@gmail.com*

*Facebook Group: Spectrum*

*UT Chattanooga's Gay-Straight Alliance*

### ▪ **Tennessee Equality Project**

*PO Box 330895*

*Nashville, TN 37203*

*(615) 390-5252*

Statewide organization promoting the civil rights of LGBT persons through lobbying and educating Tennesseans about LGBT history and issues.

### ▪ **TN Valley Pride**

*P.O. Box 8116*

*Chattanooga, TN 37414*

Non-profit organization promoting diversity in the Chattanooga area and awareness about LGBT issues.

### ▪ **UT Knoxville Lambda Student Union**

*315 University Center, Box 315*

*1502 West Cumberland Avenue*

*Knoxville, TN 37996-4800*

*Email: lambda@utk.edu*

The organization seeks to increase gay visibility on its campus, to provide a means of communication among LGBT persons, to elevate understanding about sexual minorities, and to make it easier to be comfortable as an LGBT individual at university and in society.

### ▪ **Vanderbilt Lambda Association**

*Email: lambda@vanderbilt.edu*

### **Vanderbilt University GLBT Resource Office**

*VU Station B #351599*

*2301 Vanderbilt Place*

*Nashville, Tennessee 37235-1599*

*Phone: (615) 322-3330*

*E-mail: glbtoffice@vanderbilt.edu*

Offers programming and resources to educate the campus and community about issues of sexual orientation and gender identity.



*P.O. Box 120160, Nashville, TN 37212*

***Tel: 615.320.7142***