



House Bill 2 Repeal: What Did the Legislation to Repeal HB2 Do?

- The legislation to repeal HB2 immediately removed HB2's bathroom rule—the mandate that people in North Carolina use the bathroom of the gender on their birth certificate in public facilities.
- North Carolina no longer has a statewide rule on what bathroom people should use.
- The legislation to repeal HB2 immediately put all pre-HB2 local protections for the LGBT community back on the books. Local government rules protecting LGBT employees of local governments and municipal contractors had been struck down or cast into doubt by HB2.
- The legislation to repeal HB2 immediately removed HB2's ban on local governments requiring LGBT protections or minimum wage provisions for workers in some government contracts.
- The legislation to repeal HB2 immediately restored the ability of local governments to provide discrimination protections for their own LGBT employees.
- The legislation to repeal HB2 also immediately restored North Carolinians' right to file a complaint for wrongful termination discrimination in state court to 3 years after being fired. HB2 eliminated that right, and an HB2 addendum later limited the right to 1 year after being fired.
- Effective in 2020, the legislation to repeal HB2 removes HB2's permanent ban on local governments providing protections for LGBT citizens in private employment and accommodations.