



## House Bill 2 Repeal Fact Sheet

**This HB2 repeal is an important step to restore our reputation and remove discrimination from our law.**

The HB2 repeal bill is an important step as North Carolina works to repair its reputation and remove discrimination from its laws. Under HB2, North Carolina had zero LGBT protections and couldn't add them. After this repeal, local governments will be able to add them.

**This bill immediately removes HB2 bathroom restrictions on state facilities.**

This HB2 repeal immediately removes mean-spirited restrictions on public facilities that mandate North Carolinians use the public facility matching the gender on their birth certificate.

**Governor Cooper is committed to working toward statewide LGBT protections in NC.**

This bill isn't perfect, but it moves North Carolina forward, and will allow LGBT non-discrimination protections in North Carolina now and in the near future. Governor Cooper will continue working toward statewide protections for members of the LGBT community.

**This bill makes North Carolina more welcoming and allows non-discrimination ordinances in the future.**

This bill will allow localities to pass non-discrimination ordinances protecting LGBT North Carolinians in employment and public accommodations starting in 2020. While HB2 was the law of the land, cities were permanently barred from instituting those protections. With this start, businesses and sporting groups are making plans to come back and join our fight for equality and justice in North Carolina.

**This bill immediately gives localities some authority to protect LGBT citizens and raise wages with contractors.**

Immediately, this HB2 repeal bill allows local governments to set non-discrimination policies for their employees. It also allows localities to require some municipal contractors to institute wage and anti-discrimination provisions through qualification-based selection. HB2 blocked cities from providing those protections.

**This bill does not include a RFRA, a referendum requirement, or add any new LGBT restrictions.**

Other House Bill 2 proposed compromises that garnered significant Republican support included harmful policies like a religious freedom clause, or a permanent requirement that local non-discrimination ordinances be subject to local political campaigns. While this bill is only a first step to move North Carolina forward, it removes several damaging aspects of House Bill 2 and does not impose any new restrictions on the LGBT community.

**This bill fully and immediately restores wrongful termination rights to stronger pre-HB2 standards.**

House Bill 2 removed the right of North Carolinians to pursue wrongful termination complaints in state courts if they were fired based on their race, religion, color, national origin, age, sex or handicap. Those rights were later partially restored but this law restores them to their full pre-HB2 strength, with a 3-year window for claims to be filed.