



THE COMMONWEALTH OF MASSACHUSETTS  
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**Transgender Rights Policy**

The AGO fully respects the gender identity of all citizens, residents, and visitors. It is the intention of the office to ensure the dignity and comfort of all transgender individuals who work or volunteer at the AGO, who enter the premises, or who have business with the office. In furtherance of these goals, the office has implemented the following guidelines for its employees:

- In the discharging of his or her duties, no employee shall discriminate against or otherwise differently treat any person on the basis of his or her gender identity.
- To the extent known or declared, individuals working, volunteering, or visiting the AGO shall be referred to by the name, gender designation, and pronoun preferred by the individual, regardless of the individual's assigned birth sex. An employee at the Office of the Attorney General shall not request documentation or other information to establish or verify an individual's gender identity.
- While visiting the Office of the Attorney General, a member of the public is authorized to use the bathroom, or any other gender-segregated space, that corresponds with the person's gender identity, regardless of the individual's assigned birth sex.
- Gender-based dress requirements shall not be imposed on any employee or on members of the public.

For the purposes of this policy, the term "gender identity" shall mean a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth.

Any employee who violates this policy may be subject to disciplinary action, up to and including discharge.