



To: Department Heads

Date: Friday, March 25, 2016

Re: Travel by City Employees to North Carolina

Dear Department Heads:

San Francisco is a City that embraces and celebrates diversity, and one that does not tolerate discrimination. That is why I am issuing a moratorium on official City travel to the State of North Carolina.

On March 23, 2016, North Carolina's Governor signed into law House Bill 2, creating a statewide anti-discrimination policy that does not include lesbian, gay, bisexual and transgender people. This law bans transgender individuals from using public bathrooms that do not correspond to their biological sex, further stigmatizing the transgender community. The law goes even further by preempting local anti-discrimination ordinances, and prohibits local governments from raising the minimum wage above state levels.

Because of this, no City employee shall travel to, lodge in or connect flights in North Carolina in the course of performing City business. This directive takes place immediately, with exceptions for essential travel related to law enforcement, public health or safety. Please communicate this travel restriction to your financial officers, to all City employees in charge of authorizing travel and to all City employees who travel on City business.

We stand united as San Franciscans to condemn North Carolina's new discriminatory law, and will work together to protect the civil rights of all Americans including lesbian, gay, bisexual and transgender individuals.

Sincerely,


Edwin M. Lee
Mayor