
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 1384 Session of
2021

INTRODUCED BY KENYATTA, BENHAM, FRANKEL, HOHENSTEIN, LEE,
SCHLOSSBERG, HILL-EVANS, SANCHEZ, GALLOWAY, KINSEY,
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GUENST, McNEILL, STURLA, DAVIDSON, RABB, THOMAS, McCLINTON,
HERRIN AND GAINNEY, MAY 11, 2021

REFERRED TO COMMITTEE ON STATE GOVERNMENT, MAY 11, 2021

AN ACT

1 Providing for the use of a lesbian, gay, bisexual, transgender
2 and queer identifier in all Commonwealth agency or entity
3 blanks, forms, documents and applications.

4 The General Assembly of the Commonwealth of Pennsylvania
5 hereby enacts as follows:

6 Section 1. Short title.

7 This act shall be known and may be cited as the Data for
8 LGBTQ Lives Act.

9 Section 2. Definitions.

10 The following words and phrases when used in this act shall
11 have the meanings given to them in this section unless the
12 context clearly indicates otherwise:

13 "Commission." The Pennsylvania Human Relations Commission.

14 "Commonwealth agency or entity." Any agency, department,
15 office, board or commission of the Commonwealth. The term does
16 not include a legislative agency, judicial agency, State-

1 affiliated entity or State-related institution.

2 "Judicial agency." A court of the Commonwealth or any other
3 entity or office of the unified judicial system.

4 "Legislative agency." Any of the following:

5 (1) The Senate.

6 (2) The House of Representatives.

7 (3) The Capitol Preservation Committee.

8 (4) The Center for Rural Pennsylvania.

9 (5) The Joint Legislative Air and Water Pollution
10 Control and Conservation Committee.

11 (6) The Joint State Government Commission.

12 (7) The Independent Regulatory Review Commission.

13 (8) The Legislative Audit Advisory Commission.

14 (9) The Legislative Budget and Finance Committee.

15 (10) The Legislative Data Processing Committee.

16 (11) The Legislative Office for Research Liaison.

17 (12) The Legislative Reapportionment Commission.

18 (13) The Legislative Reference Bureau.

19 (14) The Local Government Commission.

20 (15) The Pennsylvania Commission on Sentencing.

21 "LGBTQ." Lesbian, gay, bisexual, transgender or queer.

22 "LGBTQ identifier." A question that allows an individual to
23 identify as LGBTQ.

24 "State-affiliated entity." A Commonwealth authority or
25 Commonwealth entity, including any of the following:

26 (1) The Pennsylvania Fish and Boat Commission.

27 (2) The Pennsylvania Game Commission.

28 (3) The Pennsylvania Gaming Control Board.

29 (4) The Pennsylvania Higher Education Assistance Agency.

30 (5) The Pennsylvania Higher Educational Facilities

1 Authority.

2 (6) The Pennsylvania Housing Finance Agency.

3 (7) The Pennsylvania Infrastructure Investment
4 Authority.

5 (8) The Pennsylvania Interscholastic Athletic
6 Association.

7 (9) The Pennsylvania Municipal Retirement Board.

8 (10) The Pennsylvania Public Utility Commission.

9 (11) The Pennsylvania Turnpike Commission.

10 (12) The State Public School Building Authority.

11 (13) The State System of Higher Education.

12 (14) A community college.

13 "State-related institution." Any of the following:

14 (1) Lincoln University.

15 (2) Temple University.

16 (3) The Pennsylvania State University.

17 (4) The University of Pittsburgh.

18 Section 3. LGBTQ identifier for Commonwealth agency or entity
19 blanks, forms, documents and applications.

20 (a) LGBTQ identifier.--Notwithstanding the provisions of any
21 law, no later than 30 days from the effective date of this
22 section, a Commonwealth agency or entity shall include an LGBTQ
23 identifier on all blanks, forms, documents and applications
24 furnished to the public for the official business of the
25 Commonwealth agency or entity.

26 (b) Collection.--A Commonwealth agency or entity may only
27 collect information about an individual's LGBTQ status if the
28 information is necessary for the health and well-being of the
29 individual seeking the service or benefit from the Commonwealth
30 agency or entity or seeking to attain or maintain employment

1 with the Commonwealth agency or entity.

2 (c) Optional.--A Commonwealth agency or entity shall ensure
3 that an individual or an individual's guardian has the option
4 not to answer an LGBTQ identifier on all blanks, forms,
5 documents and applications in a clear and conspicuous manner. A
6 third-party, including a health care provider or State employee,
7 shall not have the authority to act on behalf of an individual
8 for the purpose of opting not to answer an LGBTQ identifier. A
9 Commonwealth agency or entity shall include the option not to
10 answer an LGBTQ identifier on all blanks, forms, documents and
11 applications in substantially the following form:

12 You are not required to answer the LGBTQ identifier as a
13 condition of receiving a service or benefit from the
14 Commonwealth agency or entity or attaining or maintaining
15 employment with the Commonwealth agency or entity. The
16 Commonwealth agency or entity may not disclose your
17 answer to the LGBTQ identifier to the public in a manner
18 that will identify your personal information, including
19 your name, age, residence address, family members or
20 other similar information. The Commonwealth agency or
21 entity may not use your answer to the LGBTQ identifier as
22 the basis to discriminate against you regarding the
23 provision of a service or benefit from the Commonwealth
24 agency or entity or attaining or maintaining employment
25 with the Commonwealth agency or entity.

26 (d) Form.--A Commonwealth agency or entity shall design an
27 LGBTQ identifier as follows:

28 (1) The LGBTQ identifier shall not infringe or threaten
29 to infringe on an individual's mental or physical well-being.

30 (2) The LGBTQ identifier shall include a designation for

1 nonbinary individuals.

2 (3) The LGBTQ identifier shall be consistent with the
3 best practices of organizations that engage in advocacy on
4 behalf of LGBTQ communities in this Commonwealth.

5 Section 4. Administration and reports.

6 (a) Prohibited acts.--

7 (1) A Commonwealth agency or entity may not require that
8 an individual answer an LGBTQ identifier as a condition of
9 receiving a benefit or service from the Commonwealth agency
10 or entity or attaining or maintaining employment with the
11 Commonwealth agency or entity.

12 (2) A Commonwealth agency or entity may not disclose an
13 answer to an LGBTQ identifier to the public in a manner that
14 will identify the personal information of an individual.

15 (3) A Commonwealth agency or entity may not use an
16 answer to an LGBTQ identifier as the basis to discriminate
17 against an individual regarding the provision of a service or
18 benefit from the Commonwealth agency or entity or attaining
19 or maintaining employment with the Commonwealth agency or
20 entity.

21 (b) Reports.--No later than one year from the effective date
22 of this section and each year thereafter, a Commonwealth agency
23 or entity shall submit a report to the commission. The report
24 shall include all of the following information:

25 (1) The percentage of individuals who answered in the
26 affirmative to an LGBTQ identifier during the prior year.

27 (2) The percentage of individuals who answered in the
28 negative to an LGBTQ identifier during the prior year.

29 (3) The percentage of individuals who opted not to
30 answer an LGBTQ identifier during the prior year.

1 (4) Any other information required by the commission to
2 assess the percentage of individuals who identify as LGBTQ.

3 Section 5. Penalties.

4 Any person who violates this act shall be subject to the
5 enforcement and penalty provisions specified under the act of
6 October 27, 1955 (P.L.744, No.222), known as the Pennsylvania
7 Human Relations Act.

8 Section 6. Effective date.

9 This act shall take effect in 60 days.