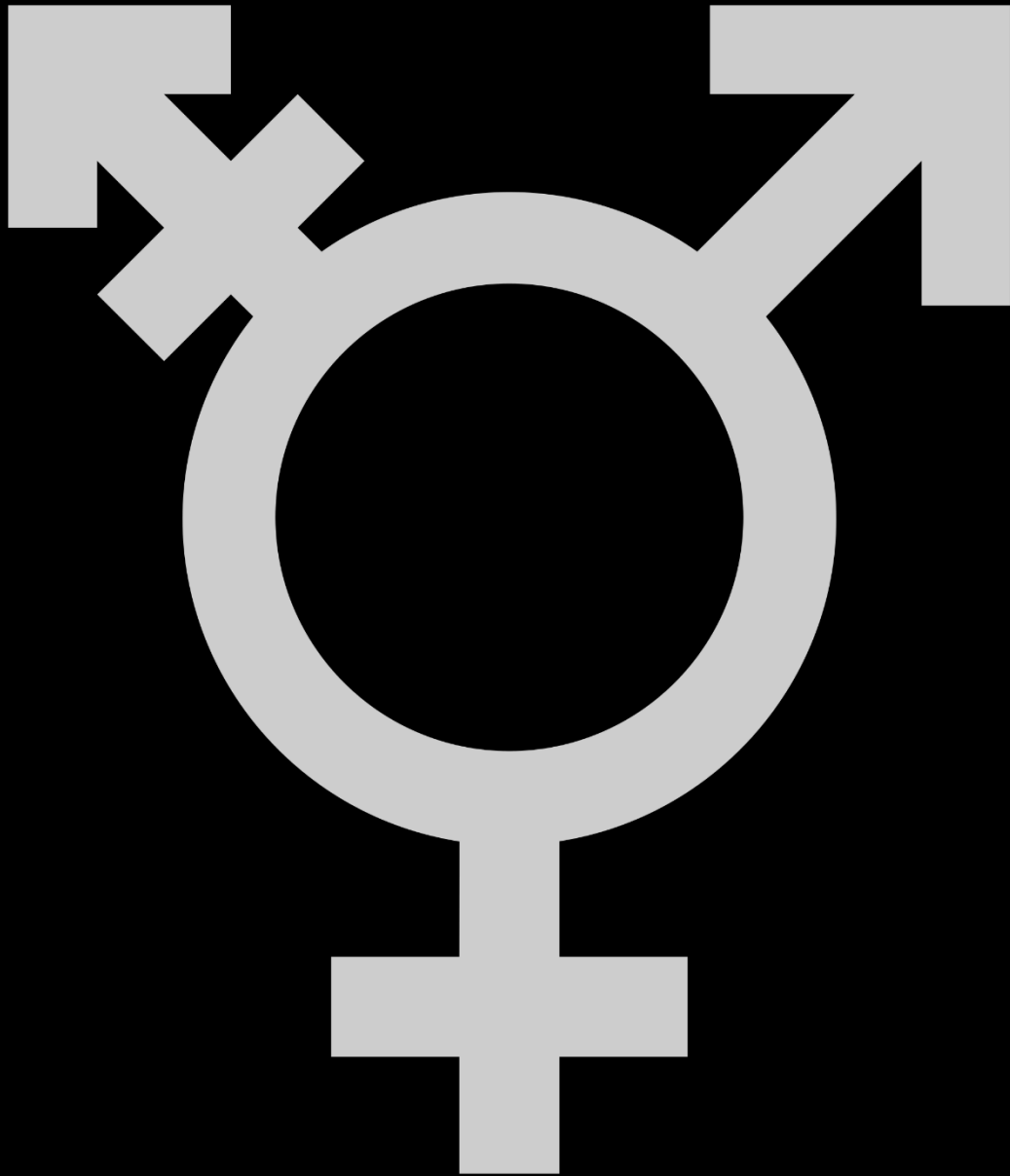


**EMERGING TREND:**

**TRANSGENDER ISSUES**

Carl Ericson, ICRMP Risk Management Legal Counsel  
Randy Fife, City of Idaho Falls City Attorney  
Bill Thompson, Latah County Prosecuting Attorney





# EMPLOYMENT ISSUES

- What name to use
- Use of pronouns
- Manner of dress
- Harassment
- Discrimination
- Use of bathrooms



# SERVICES TO THE PUBLIC



- Restrooms
- Locker rooms
- Public housing authority rentals
- Change of names and sex in the courts

# LAW ENFORCEMENT

- Jails
- Searches of the person
- Use of force





# MISDEMEANOR PROBATION

Direct observation of UA



# SCHOOLS





# WHAT TO DO?



Before you do anything:

- Consult your attorney
- Call ICRMP