



**BOARD OF COMMISSIONERS OF COOK COUNTY
BOARD OF COMMISSIONERS**

Virtual Meeting

New Items Agenda

Thursday, March 18, 2021, 10:00 AM

Fifth Set

[21-2215](#)

Sponsored by: KEVIN B. MORRISON, Cook County Board of Commissioners

PROPOSED ORDINANCE**GENDER INCLUSIVE DOCUMENTS AND FORMS**

BE IT ORDAINED, by the Cook County Board of Commissioners, that Chapter 2 - Administration, Article I - In General, Sections 2-9 Gender Inclusive Documents and Forms of the Cook County Code, is hereby enacted as follows:

Sec. 2-9 Gender Inclusive Documents and Forms

(a) No form issued by the County shall ask an individual's sex unless it is necessary for medical reasons, legitimate government data collection, or required by another law.

(b) Any time the County asks for an individual's sex, the form or document shall ask for an individual's "sex assigned at birth".

(c) The County shall also ask for the gender identity of an individual any time that a form or document asks for an individual's sex assigned at birth.

(d) The County shall provide a written explanation on any County form or document that requires an individual's sex assigned at birth and gender identity including:

- i. Why this data needs to be collected
- ii. How the data will be used
- iii. How this data will be kept confidential

(e) Where selection of gender identity from predetermined options is required by design of any County form, the gender identity options on said forms shall include at least "man", "woman", "transgender woman/transfeminine", "transgender man/transmasculine", "nonbinary/gender nonconforming", an option to fill in, and "decline to answer" and may include additional gender identities.

(f) Where honorifics or titles are made available on any County form, the County shall recognize and make available in any list of predetermined options the gender-neutral honorific "Mx." and an option for an individual to choose to not use an honorific.

(g) Where templates are used to create identification cards, business cards, stationery, letterheads, or other personalized documentation, said templates shall include designated space for pronouns. Where selection of pronouns from predetermined options is required by design of any form or template, the

pronoun options on said form or template shall include "he/him", "she/her", "they/them", and an option for an individual to fill in their pronouns.

(h) All forms and other documents that are already printed may continue to be used until the stock is exhausted.

Effective date: This ordinance shall go into effect immediately upon adoption.