



STATE OF WASHINGTON  
Office of the Governor

April 13, 2017

**TO:** All Executive Cabinet and Small Agency Heads  
**FROM:** Jay Inslee, Governor  
**SUBJECT:** PROHIBITING PUBLIC TRAVEL TO NORTH CAROLINA

Washington State has a strong history of prohibiting discrimination and promoting diversity and inclusion. Our Washington Law Against Discrimination (WLAD), Ch. 49.60 RCW, guarantees for all Washingtonians the right to be free from discrimination on the basis of race, creed, color, national origin, sex, honorably discharged veteran or military status, sexual orientation, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability.

In 2016, following Charlotte, North Carolina's passage of an anti-discrimination ordinance that allowed transgender individuals to use gender-specific facilities consistent with their gender identity, the state of North Carolina passed H.B. 2, legislation that revoked these civil rights protections. It preempted nondiscrimination ordinances passed by local governments, clarified that sexual orientation and identity are not protected classes, and allowed discrimination against individuals, including Washingtonians traveling to North Carolina for work-related purposes.

In response to the passage of H.B. 2, on March 29, 2016, I issued an order prohibiting my executive and small cabinet agencies from funding non-essential travel to North Carolina, "so long as the recently approved H.B. 2 exists in its current form."

Recently, North Carolina repealed H.B. 2 and replaced it with a half-measure, H.B. 142, despite efforts by Governor Cooper for a fuller repeal. This law forbids government entities from enacting rules on bathrooms, showers, and changing rooms unless it is in accordance with an act of the state legislature. It also prohibits local governments from enacting ordinances, like the one passed in Charlotte in 2016, regulating private employment practices or regulating public accommodations until December 2020.

Because H.B. 2 was technically repealed, my March 29, 2016, order was lifted when its own sunset provision was triggered. But H.B. 142, like H.B. 2, contains similar troubling, discriminatory provisions, and Washingtonians traveling to North Carolina on work-related matters may still experience discrimination. And though North Carolina formally repealed H.B. 2, the continued allowance of discrimination is inherent in the spirit H.B. 142. Consequently, I again order that no executive or small-cabinet agency shall allow publicly funded non-essential travel to North Carolina. I invite all other statewide elected officials, institutions of higher education, agencies, boards, and commissions to follow the provisions of this directive.

