

IN THE ASSEMBLY OF THE NORTHERN STATE

AB ###

Gender and Equality Act

Authored and sponsored by Governor Tripplyons18 (D-DX).

Be it enacted by the Assembly of the Commonwealth of Atlantic.

SECTION 1: TABLE OF CONTENTS

(a) The table of contents for this piece of legislation is as follows:

Section 1: Table of Contents

Section 2: Short Title

Section 3: Definitions

Section 4: Enactment and Severability

TITLE I— Big Sister Program

Section 101: Short Title

Section 102: Findings and Purpose

Section 103: Big Sister Program

Section 104: Role

Section 105: Application

Section 106: Educational Curriculum

Section 107: Personal Consultation

Section 108: LGBTQ+ Education

Section 109: Business Leaders Conference

Section 110: Youth Empowerment

Section 111: Internships

Section 112: #With Her Movement

TITLE II— Menstrual Cycle Resources

Section 201: Short Title

Section 202: Findings and Purpose

Section 203: Right to Attend

Section 204: Destigmatization

Section 205: Sexual Education

Section 206: Resources

TITLE III— Gender Identity

Section 301: Short Title

Section 302: Findings and Purpose

Section 303: Discrimination Protection

Section 304: Education

Section 305: Hate Crimes

TITLE IV- Workforce Equality

Section 401: Short Title

Section 402: Findings and purpose

Section 403: Co-Ops

Section 404: Responsibilities of Co-Ops

Section 405: Paid Leave

SECTION 2: SHORT TITLE

- (a) This piece of legislation may be cited as the “Gender and Equality Act”

SECTION 3: ENACTMENT AND SEVERABILITY

- (a) This piece of legislation shall come into effect one year after its enactment.
- (b) This piece of legislation shall operate notwithstanding any other provision of law to the contrary.
- (c) If any one or more section, subsection, sentence, clause, phrase, word, provision or application of this piece of legislation shall for any person or circumstance be held to be illegal, invalid, unenforceable, and or or unconstitutional, such decision shall not affect the validity of any other section, subsection, sentence, clause, phrase, word, provision or application of this piece of legislation which is operable without the offending section, subsection, sentence, clause, phrase, word, provision or application shall remain effective notwithstanding such illegal, invalid, unenforceable, and or or unconstitutional section, subsection, sentence, clause, phrase, word, provision or application, and every section, subsection, sentence, clause, phrase, word, provision or application of this piece of legislation are declared severable. The legislature hereby declares that it would have passed each part, and each provision, section, subsection, sentence, clause, phrase or word thereof, irrespective of the fact that any one or more section, subsection, sentence, clause, phrase, word, provision or application be declared illegal, invalid, unenforceable, and or or unconstitutional.

TITLE I— Big Sister Program

SECTION 101: SHORT TITLE

- (a) This title may be cited as the “Big Sister Program.”

SECTION 102: FINDINGS AND PURPOSE

- (a) The Assembly of the Northern State here assembled does find that—
 - (i) Females should have equal opportunities as men.
 - (ii) In the history of the United States, gender equality has lacked.
 - (iii) A program can significantly improve gender equality.
 - (iv) The people of Atlantic deserve a more equal society.
- (b) The purpose of this title is to establish the Big Sister Program to promote gender equality.

SECTION 103: Big Sister Program

- 1. The state of Atlantic hereby establishes the “Big Sister Program” for males and females of all ages in rural communities.

SECTION 104: Role

- (1) The role of the program shall be:
 - (a) Offering passionate female college students with diverse religious and ethnic backgrounds in developed areas unpaid internships and volunteer opportunities to mentor in rural communities
 - (b) highlighting the importance of empathy and peaceful dialogue in communities over setting ultimatums or gender quotas to achieve the same goal.
 - (c) Utilizing an overarching “Big Sister” board to hold local programs and workshops to empower women and girls suffering with a dilemma between cultural norms and personal aspirations.

SECTION 105: Application

- (1) The program shall create an application process to place background checks on the “big sisters” that encompasses
 - (a) Interviews between Peace Corps and college mentors
 - (b) Professor recommendations
 - (c) Areas of college study
 - (d) Past philanthropy
 - (e) Record of criminal history

SECTION 106: Educational curriculum

- (1) The program shall establish an a standard educational curriculum that will
 - i. Adjusted in a culturally sensitive manner based on each location
 - ii. Reviewed annually to adjust for current times and yearly critiques

SECTION 107; Personal Consultation

- (1) The program shall offer personal consultation for handling and reporting workplace harassment by
 - (a) Creating a welcoming support group for victims to speak out
 - (b) Establishing a rule of confidentiality
 - (c) Teaching women the art of salary negotiation and fair compensation in the workplace
 - (d) Inviting local career professionals in various arenas to hold webinars teaching women already in the workplace, how to further their career in Political positions, Healthcare , Businesses and Finance

SECTION 108: LGBTQ+ Education

- (1) The program shall include LGBTQ+ Sex Ed in curriculum to support and protect all youth

SECTION 109: Business Leaders Conference

- (1) The state of Atlantic shall hold the Business Leaders Conference (BLC)
 - (a) BLC will be held annually for all business leaders (men and women) and HR reps.

- (b) Participants will engage in unconscious anti-bias training that they can then relay to their own businesses
- (c) Will promote men as allies to women through workshops
- (d) Participants will also discuss women in leadership and relay statistics on improvement of gender discrimination in their companies

SECTION 110: Youth Empowerment

- (1) The program shall teach young boys and men to respect and empower women by
 - (a) Demonstrating women in positions of authority to teach men equality
 - (b) Explaining what sexual harassment is and how to report
 - (c) Motivating women in the workplace on an equal scale with men.
 - (d) Teaching men and boys about the right of women and girls to attend work/school while on their periods

SECTION 111: Internships

- (1) The program shall allow mentees to find future internships as mentors
- (2) A database shall be created that will streamline companies who would like to part in the program

SECTION 112: #WithHer Movement

- (1) The program shall include the expansion of the #WithHer movement which shall
 - (a) Raise awareness about and de-stigmatize the conversation surrounding gender-based violence and global efforts to address the issue
 - (b) Engage new audiences to show their support on Twitter, Facebook, and Instagram.

TITLE II— Menstrual Cycle Resources

SECTION 201: SHORT TITLE

- (a) This title may be cited as “Menstrual Cycle Resources.”

SECTION 202: FINDINGS AND PURPOSE

- (a) The Assembly of the Northern State here assembled does find that—
 - (1) The State of Atlantic champions the right to attend school/work while menstruating
 - (2) The Menstruation Cycle and its products should be treated as a medical process.
 - (3) Girls should have the right to attend schools
 - (4) The Menstruation Cycle should not be a detour from girls attending school.
- (b) The purpose of this title is to allow girls to attend school while menstruating.

SECTION 203: Right to Attend

- (1) No public school shall infringe on the right of girls and women to be at work and school while menstruating

SECTION 204: Destigmatization

- (1) The Atlantic Government shall destigmatize periods through prevention of period poverty and provision of period products

SECTION 205: Sexual Education

- (1) All schools shall provide young women and men with education on consent, STDs, domestic violence/healthy relationships, and reporting sexual assaults in grades 6-12.

SECTION 206: Resources

- (1) The Department of Health and Human Services shall provide long-lasting healthcare resources for women’s menstrual health through the Big Sister program including
 - (a) Menstrual cups that

- a) Can last from 1-10 years with proper care
- b) Only cost 6 USD per cup

(b) Painkillers

© Recommends contraceptives, acknowledging countries' different cultural values.

(d) Reusable Pads

TITLE III— Gender Identity

SECTION 301: SHORT TITLE

- (a) This title may be cited as “Infrastructure.”

SECTION 302: FINDINGS AND PURPOSE

- (a) The Assembly of the Northern State here assembled does find that—
 - (1) Members of the LGBTQ+ community deserve equality.
 - (2) Education is the best way to decrease discrimination against members of the LGBTQ+ community.
 - (3) The State of Atlantic should support all genders.
 - (4) Hate crimes should not go unpunished.
- (b) The purpose of this title is to support the members of the LGBTQ community and protect them from discrimination.

SECTION 303: Discrimination Protection

- (1) Non-Binary people, those with neo-pronouns, Transgender women, and queer women shall be protected from discrimination.

SECTION 304: Education

- (1) Public schools shall work with the Big Sister Program to educate people of all gender identities on queer identities
- (2) These schools shall provide women with resources and sex education outside the cishet umbrella

SECTION 305: Hate Crimes

- (1) The State of Atlantic shall expressly prohibit hate crimes and violence towards transgender individuals solely for their identity
- (2) Any hate crimes and violence towards transgender individuals will be prosecuted under hate crime statutes.

TITLE IV— Workforce Equality

SECTION 401: SHORT TITLE

- (b) This title may be cited as “Workforce Equality.”

SECTION 402: FINDINGS AND PURPOSE

- (a) The Assembly of the Southern State here assembled does find that—
 - (1) Men and Women and anything in between are equal.
 - (2) Workplaces have struggled to promote true equality.
 - (3) Co-ops can help promote gender equality in the workforce.
- (b) The purpose of this title is to establish co-ops to promote gender equality in this workforce.

SECTION 403. Co-Ops

- (1) The state shall develop co-operations to provide housewives with employment, helping boost middle-class families

SECTION 404: Responsibilities of Co-ops

- (1) The co-ops shall be responsible for:
 - (a) Encouraging large corporations to shift from gender-based hiring to qualifications-based hiring by providing moral motives.
 - (b) Establishes a committee tasked specifically with protecting the rights of women in the workplace, carrying out investigations on large, international corporations.
 - (c) Develop a program that would work towards providing IDs for homeless women so they can enter the workforce
 - (d) Increasing mobility for women by implementing programs to increase access to transportation needed to attend work.
 - (e) Creating threshold requirements for the number of women in government working towards economically empowering women and achieving economic equality.
 - (f) Women-based organizations in developing countries have a base of microloan lenders

SECTION 405. Paid Leave

- (a) The state of Atlantic shall mandate paid parental leave (both parents) for at least 6 weeks:
one week before labor and two weeks after

(a)

