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See a mistake? Have a question? Want to report an update?

Email index@homelesslaw.org.

The jurisdiction requires initial and ongoing comprehensive LGBTQ+, anti-racist, culturally responsive, and trauma-informed competence training for all staff operating homelessness services for youth and young adults.

Alabama

No law found.

[Ala. Admin. Code r. 660-5-54-.02\(1\)\(b\)\(28\)](#)

Certain youth residential institutions and organizations are required to submit a staff training plan, which must include training in children's rights, physical and psycho-social needs of youth, appropriate responses to emergencies, and laws and regulations pertaining to residential care and housing facilities for children. While this regulation mandates training in several areas, it does not explicitly require training in LGBTQ+, anti-racist, culturally responsive, or trauma-informed competence.

Moreover, [Alabama Senate 129 \(SB129\)](#), went into effect in October 2024. This bill (1) prohibits certain public entities from maintaining diversity, equity, and inclusion offices and from sponsoring diversity, equity, and inclusion programs; and (2) provides prohibitions on the promotion, endorsement, and affirmation of certain divisive concepts in certain public settings.

Alaska

No law found.

Arizona

[Ariz. Admin. Code R21-7-132\(C\)\(2\)\(m\) & \(D\)\(2\)\(f\),\(g\),\(h\),\(k\)](#)

Licensing requirements for a Child Welfare Agency include: "(C) The licensee's policy shall require staff to complete the initial orientation and training to include: . . . (2) Training direct care staff on the following: . . . (m) Trauma-informed care of children"

"(D) The licensee's ongoing training plan shall require that: . . . (2) All direct care staff shall receive annual training which shall include the following topics: . . . (f) Sensitivity towards and skills related to cultural and ethnic differences; (g) Sensitivity towards and skills related to children who identify as part of the lesbian, gay, bisexual, transgender, or questioning community . . . (h) Strategies for addressing safety concerns and challenges faced by children who identify as part of the lesbian, gay, bisexual, transgender, or questioning community; [and] (k) Trauma informed care"

Although the regulations do not specifically mention homelessness services, [Ariz. Admin. Code R21-7-104](#), states that the following support groups are eligible for a Child Welfare Agency license, “[a] person who intends to operate a Child Placing Agency, residential group care facility, or shelter care facility”

Arkansas

No law found.

Department of Human Services, Division of Youth Services, does require training through their Operating Agreement and Standards for Secure Facilities Operated by A Contracted Provider. https://humanservices.arkansas.gov/wp-content/uploads/DYS_DYS-Operations-Manual.pdf
<https://humanservices.arkansas.gov/wp-content/uploads/710-23-0006-Attachment-DD-DYS-Secure-Care-Standards.pdf>

California

[Cal. Health & Safety Code § 1502.2\(c\)\(1\)–\(4\) \(West 2018\)](#)

(c) A private alternative boarding school shall submit a staff training plan to the department as part of its plan of operation. In addition to the training required of group home staff, the staff training plan shall include, but not be limited to, training in all of the following subject areas:

- (1) Youth rights, as described in subdivision (d).
- (2) Physical and psychosocial needs of youth.
- (3) Appropriate responses to emergencies, including an emergency intervention plan.
- (4) Cultural competency and sensitivity in issues relating to the lesbian, gay, bisexual, and transgender communities.

[Cal. Health & Safety Code § 1502.35 \(West 2018\)](#)

(4) ... For purposes of this paragraph, a volunteer may be counted in the staff-to-youth ratio if the volunteer has satisfied the same training requirements as a paid center staff member and other requirements set forth in regulations...

[Cal. Code Regs. Tit. 17, § 59007 \(2023\)](#)

(a) The licensee shall ensure that each direct care staff person completes a minimum of 32 hours of on-site orientation within the first 40 hours of employment. The on-site orientation must include the following: (1) Training required pursuant to Title 22, California Code of Regulations, Section 85365(h); (2) Overview of the following concepts, including, but not limited to: (A) Trauma-informed care; ... (D) Cultural competency.

Some centers require their own training which focuses on the competencies.

<https://www.hhcla.org/request-a-training-catalog>

Colorado



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[12 Colo. Code Regs. § 2509-8:7.713.4. \(2012\)](#)

C. The center shall have a comprehensive written plan for the orientation, ongoing training and development of staff members.

[Colo. Div. Youth Servs. Policy S-4-1](#)

Diversity- topics include unconscious bias, inclusion, LGBTQ, etc.

[Colo. Div. Youth Servs. Policy S-13-9](#)

Training shall be provided during pre-service and annual in-service training sessions, in accordance with the Division of Youth Services' training policy.

Connecticut

[Procurement Notice, RFP for Housing & Homeless Services Training and Program Monitoring](#)

CT is seeking to establish a streamlined training program for homeless services.

[Conn. Gen. Stat. Ann. § 17a-62a \(West 2017\)](#)

(b) The Department of Housing, in collaboration with the Department of Children and Families, within available appropriations, shall establish a program that provides one or more of the following services for homeless youth: Public outreach, respite housing, and transitional living services for homeless youth and youth at risk of homelessness. The Department of Housing may enter into a contract with nonprofit organizations or municipalities to implement this section.

[CT Coalition to End Homelessness, Response System Training Curriculum](#)

Delaware

No law found.

District of Columbia

[DC Code § 4-754.21a \(2024\)](#)

All service provider employees, including intake workers, shall be trained in trauma-informed care, civil rights and other legal compliance, conflict resolution, and cultural competence, including, with regard to the LGBTQ population, the following: ... (2) Current social science research and common risk factors for LGBTQ youth; (3) Information about the coming out process and its impact on LGBTQ youth; (4) Best practices for supporting LGBTQ youth in shelter, housing, and supportive services...

Florida

[Fla. Admin. Code Ann. r. 65C-46.021 \(2021\)](#)

(7) Training. All staff must complete training in trauma-informed care.

Georgia



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[Ga. Code Ann. § 49-5-162 \(2021\)](#)

(a) The department shall require organizations to have reasonable: ... (4) Proof of having qualified staff.

[RHY Core Competencies Training Guide](#)

Hawaii

[Haw. Rev. Stat. Ann. § 352D-6](#)

The office of youth services shall be composed of such divisions and sections as are deemed necessary by the director to: ... (8) Facilitate the development of and, when appropriate, provide for training programs for persons offering services to youth at risk...

Idaho

[Idaho Admin. Code r. 16.04.18.222](#)

An organization must document that each new employee, volunteer, or contractor receive the following trainings prior to working independently and annually thereafter...: 04. Cultural Sensitivity and Diversity.

Illinois

[Ill. Admin. Code tit. 89, § 410.160 \(2025\)](#)

- a) In-service training shall consist of at least 15 clock hours of training in the two year license period for homeless youth supervisors and caretakers, whether paid or volunteer...
- b) The in-service training program shall include content designed to familiarize staff with... training in the customs of different cultures.
- c) All staff must provide evidence of a completed Department-approved mandated reporter training, including a section on implicit bias, pursuant to the Abused and Neglected Child Reporting Act, within three months after their initial employment, and at least every three years thereafter.

[Ill. Dep't of Children and Family Services Procedures 302](#)

Any person who is involved with DCFS children/youth will complete mandatory training in LGBTQ competency. Specifically, LGBTQ training will be part of the retraining Child Welfare license, will be included as part of PRIDE training, and will be included in DCFS core training.

Indiana

No law found.

But see IC 4-23-30.2-11

Sec. 11. The board has the following duties:

- (1) Oversee the implementation of the recommendations made by the commission on disproportionality in youth services, including the ongoing review and evaluation of recommended programs, practices, and procedures described in the report as mandated by P.L.234-2007.
- (2) Suggest policy, program, and legislative changes related to services provided to members of a vulnerable population to accomplish the following:
 - (A) Enhance the quality of and access to services with positive outcomes for vulnerable populations.
 - (B) Reduce disproportionality of young persons of color in youth services by changing or eliminating policies that contribute to poor outcomes for young persons of color.
- (3) Oversee and coordinate the review, evaluation, and development of consistent statewide standards for the use of risk and needs assessment tools that are culturally sensitive and promote objectivity in decision making at service delivery points in systems serving members of a vulnerable population.
- (4) Work collaboratively within and across state and local agencies to create a central data warehouse to serve as a statewide system for standardized, disaggregated, race specific data collection that has rapid accessibility and accountability measures for comparative use across service systems and geographic areas. The data system should include the following:
 - (A) Establishing measures to ensure the collection of consistent information to allow comparative racial and age data that are program based and outcome oriented.
 - (B) Recommending consistent, standardized reporting measurements.
 - (C) Working with agency participants to develop implementation plans that achieve consistency in:
 - (i) data collection;
 - (ii) program development and evaluation;
 - (iii) staff training; and
 - (iv) annual reporting.
- (5) Work collaboratively within and across state and local agencies and programs to achieve consistent statewide standards for mandatory, ongoing cultural competency training and professional practice standards for government employees, school personnel, service providers, and professionals in systems serving members of a vulnerable population.
- (6) Work collaboratively within and across state and local agencies and programs to develop and monitor a strategic plan to recruit and retain diverse professionals and staff level employees throughout all service delivery systems. The strategic plan developed must include provisions to ensure that bilingual training is available.
- (7) Work collaboratively within and across state and local agencies to identify existing and to recommend new early intervention and preventive programming services for members of a vulnerable population. Intervention and preventive programming should be sensitive to race and

should include culturally sensitive, evidence based programming or measures involving the following:

- (A) Strength based approaches to engage and promote positive outcomes.
- (B) Community based, wraparound services.
- (C) Educational advocacy and support services.
- (D) School based referrals to mental health care.
- (E) Programming that supports collaborative relationships among community, faith based, private, and public organizations.
- (F) Home based prevention services in the child welfare system.
- (G) Transitional services for foster youth.
- (H) Child and family teams for youth in system care.
- (I) Other early intervention and preventive programming services.
- (8) Work with local officials and the Indiana criminal justice institute to develop local juvenile justice councils and support the development of strategies to reduce disproportionality and disparity at the county level.
- (9) Suggest policy development and fiscal planning efforts to achieve blended or braided funding for services delivered to members of a vulnerable population.
- (10) Monitor and support ongoing implementation of agency efforts to reduce disproportionality and enhance quality of services to members of a vulnerable population.
- (11) Report plans and progress to the governor, the legislative council, and the public at least semiannually. A report to the legislative council under this subdivision must be in an electronic format under IC 5-14-6.
- (12) Coordinate program review and fiscal planning by participant agencies.
- (13) Direct service delivery providers to collect and report disaggregated data based on race and ethnicity by geographic and program areas.

Iowa

No law found.

Kansas

[44 Kan. Reg. 30-47-109 \(Foster Care Licensing\)](#)

- (a) Each staff member shall complete at least 10 clock-hours of orientation training within seven calendar days after the initial date of employment. The orientation training shall include the following topics: (7) statutes and regulations governing juvenile crisis intervention centers;...(9) principles of trauma-informed care; (10) indicators of self-harming behaviors and suicidal tendencies; and
- (b) Each direct care staff member shall complete an additional 40 clock-hours of orientation training before being counted in the ratio of direct care staff members to juveniles. The additional training shall include the following topics: (1) Crisis management; ... (6) principles of trauma-informed care and trauma-specific intervention;
- (c) Each staff member shall complete at least 20 clock-hours of in-service training each year.

Kentucky

No law found.

Louisiana

No law found.

Maine

[10-148-037 Me. Code R. § 8 \(LexisNexis 2025\)](#)

2. Orientation training requirements. Any other person (including volunteers and interns) who has direct access to youth must be oriented and trained in at least the following areas. Multiple topics may be covered in the same training: ... d. Effective crisis intervention techniques, including recognition of suicide warning signs;

3. Annual training requirements. During each year of full-time employment staff members must receive training in at least the following areas. Multiple topics may be covered in the same training: d. Effective crisis intervention techniques, including recognition of suicide warning signs; ... k. Sexual orientation and expression; ... l. Cultural competency and diversity;... n. Impact of trauma on homeless youth...

Maryland

The jurisdiction does not seem to require the desired training for all homelessness services staff. However, it does have other statutes supportive of that policy.

[Md. Housing and Community Development Code Ann. § 11.5-101, et seq.](#)

The Maryland Ending Youth Homelessness Grant Program requires recipients of a grant to demonstrate the capacity to competently serve groups overrepresented in the homeless population, such as racial and ethnic minorities and LGBTQ+ youth. The program also allows grant funds to be used for providing trauma-informed care training.

[Md. Code Ann., Hum. Servs. § 8-1303.](#)

Additionally, the Maryland Department of Human Services has a Commission on Trauma-Informed Care that is intended "to coordinate a statewide initiative to prioritize the trauma-responsive and trauma-informed delivery of State services that impact children, youth, families, and older adults."

Massachusetts

No law found.

Michigan

No law found.

https://www.michigan.gov/mdhhs/-/media/Project/Websites/mdhhs/Adult-and-Childrens-Services/Child-Welfare-Medical-and-BH-Resources/CSA_Trauma_Protocol.pdf?rev=fe58caa513ac4ea2849a56b162cdc79f&hash=915EFF2A23F364A4247F0A8EAFAD472E

The Michigan Department of Health and Human Services has a Children's Services Administration Trauma Protocol aimed at ensuring all child welfare staff are able to appropriately address and respond to traumatized youth.

Minnesota

<https://mich.mn.gov/training#:~:text=In%20partnership%20with%20DHS%2DOEO's,Webinar%20Recording%20and%20Presentation%20Slides>

The Minnesota Interagency Council on Homelessness provides several free training programs for shelter and housing programs in the state. The trainings include programs like (1) Reaching Out to Wounded Youth with a Trauma Informed Approach, (2) Intersectionality & Cultural Capacity, (3) Cultural Awareness, and (4) Navigating Shelter for LGBTQI Folks.

<https://www.revisor.mn.gov/rules/2960.3210/>

Minnesota does require initial and ongoing training for those working with foster children, including cultural diversity and gender sensitivity.

Mississippi

No law found.

Missouri

No law found.

<https://dss.mo.gov/cd/older-youth-program/files/best-practice-guide-for-staff.pdf>

The closest resource provided in Missouri is the Department of Social Services' "Best Practice Guidance for Supporting LGBTQ Youth in Foster Care for Child Welfare Staff," suggesting that child welfare staff provide services sensitive to LGBTQ youth.

Montana

[Mont. Admin. R. 37.97.142 \(Lexis Advance through June 7, 2025\)](#)

Provides initial and ongoing training requirements for staff at Youth Care Facilities (including youth group homes, youth shelter care facilities, therapeutic group homes, and child care agencies), but only therapeutic group homes are required to provide trauma-informed care training. There is no mention of LGBTQ+, anti-racist, or culturally responsive training.

Nebraska

No law found.

Nevada

Nev. Admin. Code R030-20 22.

1. The operator of a program shall designate a person to be the manager of the program. The manager must:

(c) Be trained and have demonstrated competence in:

- (1) Methods and processes for providing individualized services related to housing and care management in partnership with the person to whom the services are provided;
- (2) Knowledge of providers of housing in the area in which the program operates;
- (3) Knowledge of processes for applying for and obtaining housing subsidies;
- (4) Documenting the provision of services in accordance with the requirements of 42 U.S.C. § 1396n(i) and the regulations adopted pursuant thereto;
- (5) Assessing potential risks to the ability to acquire and maintain housing;
- (6) Developing plans to prevent crises;
- (7) Conducting interviews as necessary to de-escalate conflict and ensure safety;
- (8) Responding to emergent needs in a safe and effective manner; and
- (9) Providing services in a trauma-informed manner when appropriate.

2. As used in this section, “trauma-informed manner” means a manner that:

- (a) Is informed by knowledge of and responsiveness to the effects of trauma;
- (b) Emphasizes physical, psychological and emotional safety for staff and clients; and
- (c) Creates opportunities for a client affected by trauma to rebuild a sense of control and empowerment.

New Hampshire

N.H. Code Admin. R. He-C 4001.28.

(c) The program shall submit to the department with the license application a written policy consistent with the mandated reporting statute RSA 169-C:29 through RSA 169-C:39, with a particular focus on neglect and abandonment.

(d) The homeless youth program shall provide training to all staff on the mandated reporting statute RSA 169-C:29 through RSA 169-C:39 and on the policy in (c) above.

New Jersey

N.J. Stat. Ann. § 30:4C-4.6.



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Division of Children's Services makes available training for emergency shelter employees that addresses services offered for youth with emotional and behavioral challenges, substance use challenges, and intellectual and developmental disabilities, but it does not appear to be required.

N.J. Admin. Code § 3A:53-1.1, *et seq.*

Additionally, regulations governing child shelters require documented ongoing in service training but don't say what the training has to entail except that any workers providing child care must be trained to work with kids in a non-coercive manner.

New Mexico

N.M. Admin. Code 8.16.2.33.

B. STAFF QUALIFICATIONS AND TRAINING:

(1) All new educators regardless of the number of hours per week will complete the following training within three months of their date of hire. All current educators will have three months to comply with the following training from the date these regulations are promulgated:

- (a) prevention and control of infectious diseases (including immunization);
- (b) prevention of sudden infant death syndrome and use of safe sleeping practices;
- (c) administration of medication, consistent with standards for parental consent;
- (d) prevention of and response to emergencies due to food or other allergic reactions;
- (e) building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic;
- (f) prevention of shaken baby syndrome and abusive head trauma;
- (g) emergency preparedness and response planning for emergencies resulting from a natural disaster, or a man-caused;
- (h) handling and storage of hazardous materials and the appropriate disposal of bio contaminants;
- (i) precautions in transporting children (if applicable);
- (j) first aid and cardiopulmonary resuscitation (CPR) awareness with a pediatric component; and
- (k) recognition and reporting of child abuse and neglect.

New York

LGBTQ trainings required per Administrative Directive: 20-OCFS-ADM-03

The regulations governing RHY programs in New York State require staff of certified residential RHY programs to receive training on youth development and youth issues. This policy further defines "youth issues" to include cultural competency for the LGBTQ youth population.

N.Y. Comp. Codes R. & Regs. tit. 9, § 182-1.5.

(f) Training.

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(1) The director of each program shall be responsible for ensuring that at least 40 hours of in-service training is provided to each staff member and that documentation is made of the receipt of such training by staff during each full year of service. Such training shall include the following topics:

- (i) safety and emergency procedures, including first aid;
- (ii) HIV awareness and education;
- (iii) case records and confidentiality of information;
- (iv) youth development and youth issues;
- (v) reportable incidents as defined in section 488 of the Social Services Law shall be reported immediately upon discovery to the Vulnerable Persons' Central Register, in accordance with section 491 of the Social Services Law. Discovery occurs when the mandated reporter witnesses a suspected reportable incident or when another person, including the vulnerable person, comes before the mandated reporter in the mandated reporter's professional or official capacity and provides the mandated reporter with reasonable cause to suspect that the vulnerable person has been subjected to a reportable incident;
- (vi) suicide prevention
- ; and
- (vii) runaway and homeless youth regulations.

N.Y. Comp. Codes R. & Regs. tit. 9, § 182-1.12

(5) Training.

(i) Staff/consultant training. Subject to the amounts appropriated for such purposes, abuse, neglect, and significant incident prevention training shall be provided to all administrators, employees, volunteers and consultants to the program on a regular basis and in accordance with regulations or guidance provided by the Justice Center for the Protection of People with Special Needs. Priority shall be given to the training of administrators, employees, volunteers and those consultants whose duties involve regular and/or substantial contact with youth in residential programs.

(ii) The purpose of such training shall be to increase the participants' level of awareness, encourage positive attitudes and enhance knowledge and skill development in at least the following areas:

- (a) abuse, neglect, and significant incident prevention and identification;
- (b) safety and security procedures;
- (c) principles of child development;
- (d) characteristics of the youth in care;
- (e) techniques of group and child management, including crisis intervention;
- (f) laws, regulations and procedures governing the protection of vulnerable persons from abuse, neglect, and significant incidents, including reporting responsibilities; and
- (g) other relevant information provided by the office.

N.Y. Comp. Codes R. & Regs. tit. 9, § 182-1.11

(c) Training.

(1) Staff of the interim family program shall ensure that four hours of training is provided to each interim family within six months after certification.

(2) Staff of the interim family program shall ensure that interim families are provided with four hours of in-service training during each year of certification.

(3) Program staff shall document all training provided in interim family records.

(4) Training provided to interim families shall cover a variety of relevant topics, including the following:

- (i) HIV awareness and education;
- (ii) adolescent behavior;
- (iii) communication skills; and
- (iv) first aid/CPR.

North Carolina

[Division of Child Development and Early Education Improving Access to Early Care and Education Services for Homeless Children and Families](#)

No law found. However, in regard to Division of Child Development and Early Education next steps to increase access to services for homeless children and their families, the following is listed: Provide training and technical assistance for early care and educators on early identification of homeless children and families, trauma-informed care and community resources.

North Dakota

N.D. Cent. Code § 67-08-01-03

No law found, but school districts must designate a homeless liaison who has received required training, although not in any of the stated competencies.

[North Dakota Plan for Behavioral Health](#)

Additionally, The North Dakota Department of Health & Human Services provides several optional trainings covering cultural competency, trauma-informed care, and LGVTQ+ inclusivity training for behavioral health staff.

Ohio

[Coalition on Homelessness and Housing in Ohio Training and Technical Assistance Program](#)

No law found, but the Ohio Coalition on Homelessness and Housing in Ohio provides training materials including LGBTQ and trauma-informed competencies.

Oklahoma

[Okla. Admin. Code 450:1-9-5](#)

Okla. Admin. Code 210:20-9-172

(V) nondiscriminatory assessment strategies for culturally and linguistically diverse children

Oregon

[Or. Admin. R. 309-019-0163](#)

(f) Ensure that program staff, contractors, volunteers, and interns providing Wraparound programs are trained in and familiar with strategies for delivery of trauma informed and culturally responsive treatment services. At a minimum, completion of an online foundational course for

trauma informed care approved by the Division shall be required of program staff, contractors, volunteers and interns;

[Or. Admin. R. 309-019-0125](#)

(2) Program administrators and program directors shall demonstrate competence in leadership, cultural responsiveness, program planning and budgeting, fiscal management, supervision of program staff, personnel management, program staff performance assessment, use of data, reporting, program evaluation, quality assurance, and developing and coordinating community resources.

[ORS 413.166](#)

(1) The Oregon Health Authority shall develop and administer a grant program to provide funding for the purpose of supporting safe data collection by community health organizations and community-based groups with demonstrated experience serving tribal communities, communities of color, LGBTQ+ people, people with disabilities, people who speak primary languages other than English and other underserved populations. An entity described in this subsection that receives a grant under this section shall provide culturally responsive, trauma-informed trainings on the collection of the data described in ORS 413.164 (2).

[OAR 461-198-0030](#)

(4) Grant recipients must provide ongoing training for host home providers (see OAR 461-198-0010) and host home project staff on topics aligned with youth experiencing homelessness needs, including but not limited to:

(a) LGBTQIA2S+ 101.

(b) Personal bias.

...

(d) Trauma and resiliency.

(e) Power and privilege.

...

(g) Cultural competency.

Pennsylvania

[61 Pa.C.S. 5704](#)

(a) Facility staff training. The facility shall provide or arrange a training program for staff who have contact with a pregnant, laboring or postpartum child. The training program shall be related to the physical and mental health of the pregnant or postpartum child and unborn baby...

(d) Trauma-informed care.

(1) The individual in charge of a facility shall, as necessary, ensure that the facility provides quality trauma-informed care to a child.

(2) Trauma-informed care for a child shall begin immediately upon the child's intake and assessment at a facility.

(3) Facility staff shall have no fewer than four hours of professional training related to trauma-informed care, which shall include the following:

(i) Training to identify a child with trauma.

(ii) Training on how and when to refer a child to the proper health care professionals, including preventive health care and mental health care.

(iii) Training on how to interact with and empower a child who has experienced trauma.

(f) To support LGBTQIA+ children, youth and their families, the Department of Human Services is directed to develop resource guides that outline science and evidence-based best practices on family preservation and available community and local LGBTQIA+ affirming entities and services for families to support an LGBTQIA+ child or youth, as well as resources for caring for LGBTQIA+ children and youth within the child welfare system, including caring for their physical and mental health and well-being. The Department of Human Services shall ensure that child welfare staff and contracted providers have available resources and training to provide family preservation, pre-placement, placement and adoption and permanency services to LGBTQIA+ children and youth and their families.

Rhode Island

No law found

South Carolina

[S.C. Code Ann. Regs. 114-594](#)

A. Care for LGBTQ+ Youth.

APPLICABILITY. If a facility admits LGBTQ+ children, the additional requirements outlined in this section must be met.

South Dakota

[S.D. Admin. R. 67:42:15:16](#)

The facility shall have a written plan for annual in-service training. Each staff member providing direct care to children must participate in the training. The written plan must provide for training in the following areas for staff during the first year of employment:

Tennessee

No law found

Texas

[1 Tex. Admin. Code § 353.1413](#)

(a) Prior to providing services or accessing an individual's confidential information, the comprehensive provider agency must ensure that each staff member:

Last updated: September 2025

- (1) can provide services within the scope of the staff member's license, job description, or contract specification;
- (2) has completed required training modules as identified by HHSC; and
- (3) has the following minimum competencies:

Utah

No law found.

Vermont

No law found.

Virginia

No law found.

Washington

[OHY Guidelines for Outreach Programs:](#)

The WA Dept. of Commerce Office of Homeless Youth (OHY) Program Guidelines (Outreach programs) require grantees' staff to receive periodic training. Grantees "must provide required trainings to staff at least every three years," and *required training topics* include Trauma Informed Services and Cultural Responsiveness, with Cultural Responsiveness explicitly covering equity and inclusion (race, ethnicity, sexual orientation, gender identity/expression, etc.) This guidance applies specifically to youth/young-adult homelessness programs funded by OHY. It effectively mandates ongoing training in trauma-informed care and LGBTQ-/race-competence for youth homelessness service staff.

West Virginia

No law found.

Wisconsin

No law found.

Wyoming

No law found.

Puerto Rico

No law found.

Guam

No law found.

[26 Guam R. & Regs. 1-§ 1109.5](#)



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Licensed child care facility staff members are required to be qualified through training, and training topics should include one or more of the following areas: (A) child development theory and practical application; (B) healthy and safe environments; (C) adaptations and modifications; (D) working with families; (E) observation and assessment; and (F) professional conduct and ethics. There is no mention of mandatory training specifically focused on LGBTQ+, anti-racist, culturally responsive, or trauma-informed competence.

US Virgin Islands

[10 V.I.C. § 64b](#)

There is a statute requiring initial and ongoing sexual orientation awareness and implicit bias training for all government agencies, but this does not extend to all staff providing homelessness services.

[CVIR 03-024-000, Sec. 433-603](#)

Group home workers are required to complete a Department of Human Services training course, but it is unclear whether that course requires the desired categories (LGBTQI+, anti-racist, culturally responsive, and trauma-informed competence).

American Samoa

No law found.

Northern Mariana Islands

No law found.