

## CHANGES

### ANTHONY M. KENNEDY AMERICAN INN OF COURT

#### TEAM 5

FEBRUARY 16, 2016

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#### I. RULES OF PROFESSIONAL CONDUCT

- a. Rule 2-400 Prohibited Discriminatory Conduct in Law Practice

#### II. CANONS OF JUDICIAL ETHICS

- a. Canon 2 – A judge shall respect and comply with the law and shall act at all times in a manner that promotes public confidence in the integrity and impartiality of the judiciary.
- b. Canon 3B(5) – A judge shall perform judicial duties without bias or prejudice. A judge shall not, in the performance of judicial duties, engage in speech, gestures or other conduct that would reasonably be perceived as (1) bias or prejudice, including but not limited to bias or prejudice based upon race, sex, religion, national origin, disability, age, sexual orientation, or socioeconomic status, or (2) sexual harassment.
- c. Canon 3B(6) – A judge shall require lawyers in proceedings before the judge to refrain from manifesting, by words or conduct, bias or prejudice based upon race, sex, religion, national origin, disability, age, sexual orientation, or socioeconomic status against parties, witnesses, counsel or others.

#### III. LEGAL AUTHORITY

- a. FEHA –Gender non-discrimination Bill of 2003 (AB 196)
- b. California Government Code, sections 12926(p), 12940, 12926.1
- c. Cruzan v. Special School District, 294 F.3d 981 (8<sup>th</sup> Cir., 2002)

#### IV. ARTICLES

- a. Transgender in the Workplace: Are People Ready For This? The Grindstone, August 15, 2011
- b. Transgender Employees: A Respectful Approach by Siobhan Kelley, Blue Avocado, A Magazine for Nonprofits, April 2014

- c. AB 196: What it Means to You – Transgender Law Center, September, 2003
- d. Lambda Legal, 2015: Frequently Asked Questions: Equality Act
- e. Lambda Legal, 2015: Transgender Rights Toolkit: A legal guide for trans people and their advocates

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