



Key Message

To supplement employment protections under the Uniformed Services Employment and Reemployment Rights Act, states can add military family status as a class protected in state education, housing, public utilities and civil rights laws.

Discussion Points

In various surveys, military spouses and dependents have reported negative experiences because of their sponsor's military affiliation. Examples of military discrimination can include:

1. Denying employment to a job applicant because they are a military spouse
2. Refusing to provide accommodations for service members and veterans with post-traumatic stress disorder and military family members who may have sought mental health services
3. Charging service members or their families higher security deposits for rental properties as a condition of getting a lease
4. Requiring service members or their families waive federal housing protections from the Servicemembers Civil Relief Act as a condition of getting a lease
5. Refusing to rent to members of the reserve and Guard component out of concern the tenant will be deployed

To create a new class for military families, states must have an enforcement mechanism at the state or local level that enforces such laws.



Military service members and their families, due to their military status, may encounter bias and discrimination in employment and with regard to housing and public accommodations, such as in stores, restaurants and cabs. This stems from negative stereotypes surrounding PTSD, unfounded fears of military deployments and other misconceptions regarding military skills translating into civilian life.