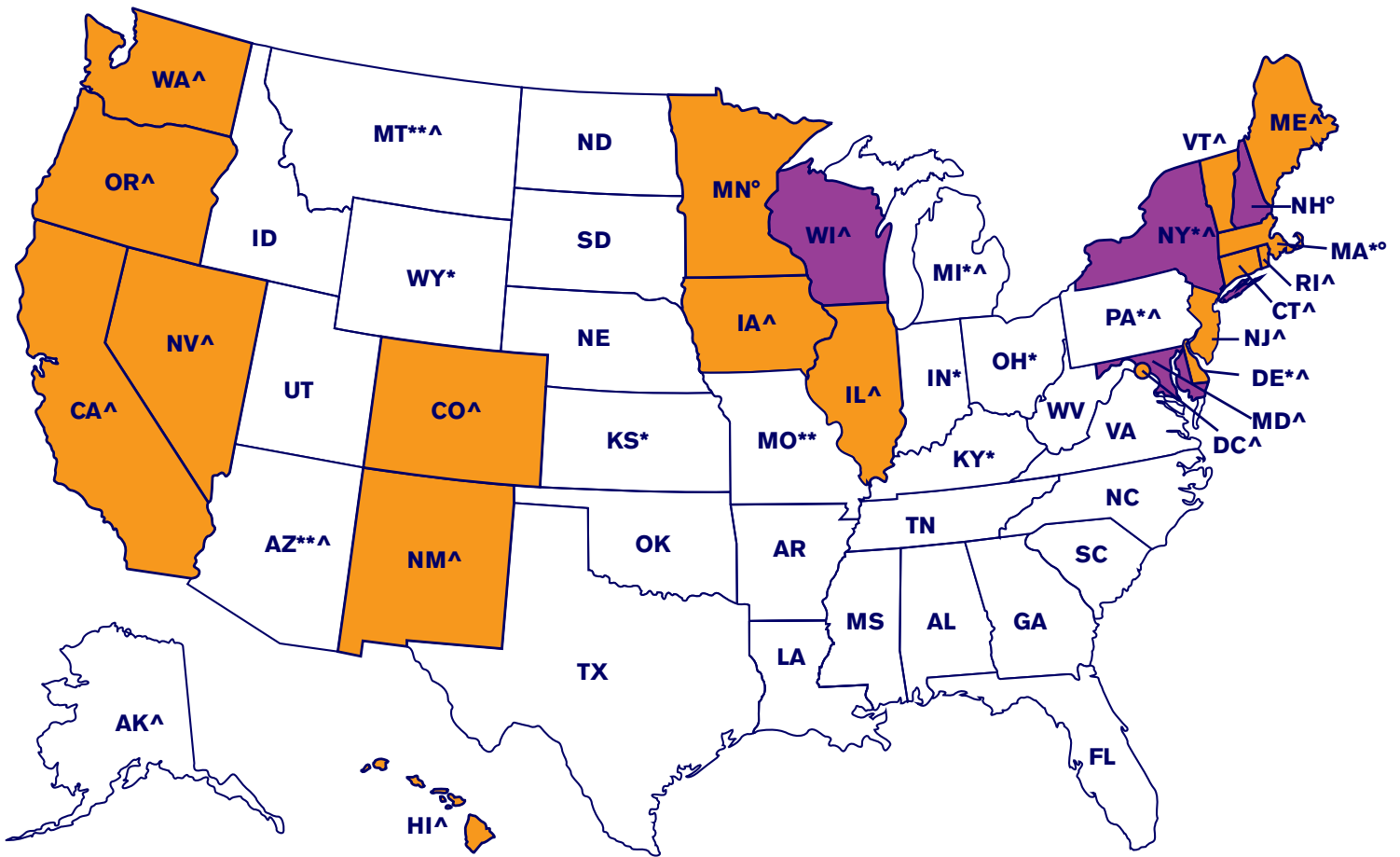




# STATEWIDE EMPLOYMENT LAWS AND POLICIES



Updated June 19, 2013



**States that prohibit discrimination based on sexual orientation and gender identity** (17 states and D.C.): California (1992, 2003), Colorado (2007), Connecticut (1991,2011), Delaware (2009,2013), District of Columbia (1977, 2006), Hawaii (2011), Illinois (2006), Iowa (2007), Massachusetts (1989, 2012), Maine (2005), Minnesota (1993), New Jersey (1992, 2007), New Mexico (2003), Nevada (1999, 2011), Oregon (2008), Rhode Island (1995, 2001), Vermont (1991, 2007) and Washington (2006).

- State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida and New York.
- The Federal Equal Employment Opportunity Commission is now accepting complaints of gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.



**States that prohibit discrimination based on sexual orientation only (4 states):** Maryland (2001), New Hampshire (1998), New York (2003) and Wisconsin (1982).

### Laws and Policies Covering Public Employees Only:

The laws referenced above apply to public and private employers (with some limitations) in the respective states. Additionally, there are 9 states (\*) that have an executive order, administrative order or personnel regulation prohibiting discrimination against public employees based on sexual orientation and gender identity, and 3 states (\*\*) prohibit discrimination against public employees based on sexual orientation only (Missouri order only covers executive branch employees). In 23 states and the District of Columbia (^) state employees are provided with domestic partner benefits. In 3 states (°) state employees are provided with benefits based on marriage, and same-sex spouses are eligible for benefits.