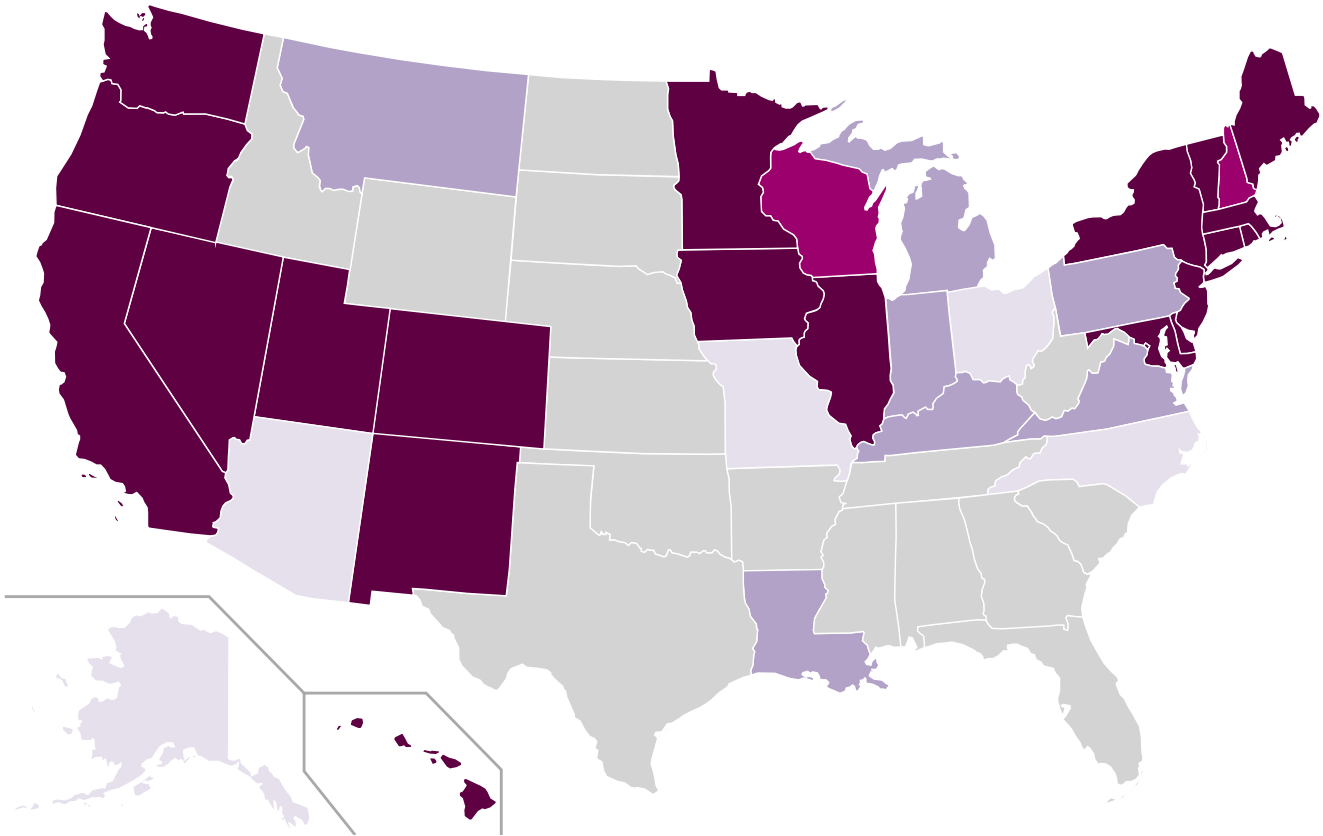




HUMAN  
RIGHTS  
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# STATEWIDE EMPLOYMENT LAWS & POLICIES



Updated August 25, 2016

The Federal Equal Employment Opportunity Commission is currently accepting complaints of sexual orientation and gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.

- States that prohibit discrimination based on sexual orientation and gender identity (20 states & D.C.):** California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Jersey, New Mexico, New York, Oregon, Rhode Island, Utah, Vermont, Washington
- States that prohibit discrimination based on sexual orientation only (2 states):** New Hampshire, Wisconsin
- States that prohibit discrimination against public employees based on sexual orientation and gender identity (7 states):** Indiana, Kentucky, Louisiana, Michigan, Montana, Pennsylvania, Virginia
- States that prohibit discrimination against public employees based on sexual orientation only (5 states):** Alaska, Arizona, Missouri, North Carolina, Ohio

\*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.

\*North Carolina's executive order enumerates sexual orientation and gender identity. However, this order has a bathroom carve out for transgender employees making the executive order not fully-inclusive.