Employment Non-Discrimination
No updates required since January 15, 2019

NOTE:
Various rulings by the federal Equal Employment Opportunity Commission extend Title VII's prohibition on sex discrimination to prohibit discrimination on the bases of sexual orientation and gender identity. However, EEOC rulings are not binding on private employers and federal courts may rule differently. MAP’s map also only reflects states that have statewide statutes banning discrimination in private employment. Many states have executive orders or laws that protect all public employees, and many large cities and other localities have ordinances, executive orders, or personnel policies that protect local employees and some employees of local businesses. These laws, regulations and executive orders are not reflected here.

Alabama
• No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Alaska
• No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Arizona
• No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Arkansas
• State has law preventing passage or enforcement of local nondiscrimination laws

California
• Employment non-discrimination law covers sexual orientation and gender identity
• See Cal. Code § 12940, amended to include sexual orientation in 1992 and amended to include gender identity in 2003

Colorado
• Employment non-discrimination law covers sexual orientation and gender identity
• See C.R.S. 24-34-402 (2007).
Connecticut
- Employment non-discrimination law covers sexual orientation and gender identity

Delaware
- Employment non-discrimination law covers sexual orientation and gender identity

District of Columbia
- Employment non-discrimination law covers sexual orientation and gender identity
- See D.C. Code § 2-1402.11, amended to include sexual orientation in 1977 and amended to include gender identity in 2006.

Florida
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Georgia
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Hawaii
- Employment non-discrimination law covers sexual orientation and gender identity

Idaho
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Illinois
- Employment non-discrimination law covers sexual orientation and gender identity
- See 775 ILCS 5/2-102 (2005).

Indiana
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)
Iowa
- Employment non-discrimination law covers sexual orientation and gender identity
- See Iowa Code § 216.86 and 216.6a (2007).

Kansas
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Kentucky
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Louisiana
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Maine
- Employment non-discrimination law covers sexual orientation and gender identity

Maryland
- Employment non-discrimination law covers sexual orientation and gender identity
- See S.B. 212 (2001 for sexual orientation protection and 2014 for gender identity protection)

Massachusetts
- Employment non-discrimination law covers sexual orientation and gender identity

Michigan
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)
- State agency explicitly interprets existing sex protections to include both sexual orientation and gender identity (2018). See Michigan Civil Rights Commission's Interpretive Statement.

Minnesota
- Employment non-discrimination law covers sexual orientation and gender identity
Mississippi
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Missouri
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Montana
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Nebraska
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Nevada
- Employment non-discrimination law covers sexual orientation and gender identity

New Hampshire
- Employment non-discrimination law covers sexual orientation and gender identity

New Jersey
- Employment non-discrimination law covers sexual orientation and gender identity

New Mexico
- Employment non-discrimination law covers sexual orientation and gender identity

New York
- Employment non-discrimination law covers sexual orientation and gender identity
North Carolina
- State has law preventing passage or enforcement of local nondiscrimination laws

North Dakota
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Ohio
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Oklahoma
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Oregon
- Employment non-discrimination law covers sexual orientation and gender identity

Pennsylvania
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Rhode Island
- Employment non-discrimination law covers sexual orientation and gender identity
- See Rhode Island Stat. § 28-5-7, amended in 1995 to include sexual orientation and amended in 2001 to include gender identity.

South Carolina
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

South Dakota
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)
Tennessee
- State has law preventing passage or enforcement of local nondiscrimination laws

Texas
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Utah
- Employment non-discrimination law covers sexual orientation and gender identity

Vermont
- Employment non-discrimination law covers sexual orientation and gender identity

Virginia
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Washington
- Employment non-discrimination law covers sexual orientation and gender identity

West Virginia
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

Wisconsin
- Employment non-discrimination law covers only sexual orientation, though federal law offers some protections (see note)
- See Wis. Stat. § 111.321, § 111.322, and § 111.36 (1982).

Wyoming
- No employment non-discrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

U.S. Territories
American Samoa

- No protections against discrimination based on sexual orientation or gender identity.

Guam

- Private discrimination based on sexual orientation and gender identity is prohibited (Bill 102-33, 2015).

Commonwealth of the Northern Mariana Islands

- No protections against discrimination based on sexual orientation or gender identity.

Puerto Rico


U.S. Virgin Islands

- No protections against discrimination based on sexual orientation or gender identity.