



movement advancement project ▶

State Employment Non-Discrimination Laws

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
- See [Ark. Code Ann. § 14-1-403](#) (2015).

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
- See [Conn. Gen. Stat. § 46a-60](#), amended to include sexual orientation in 1991 and amended to include gender identity in 2011.

Delaware

- Employment non-discrimination law covers sexual orientation and gender identity
- See [Del. S.B. 121, 145th Gen. Assem. \(2009\)](#) and [Del. S.B. 97, 147th Gen. Assem. \(2013\)](#).

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
- See [Hawaii Rev. Stat. §378-2](#) (amended to include sexual orientation in 1991) and [H.B. 546](#) (2011).

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
- See [Me. Rev. Stat. tit. 5, §4571](#) and [§4572](#) (2005).

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
- See [Mass. Gen. Laws, chapter 151B, § 4](#), amended to include sexual orientation in 1989 and amended to include gender identity in 2011.

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
- See [Minn. Stat. § 363A.08](#) (1993).



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
- See [A.B. 311](#) (1999) and [A.B. 211](#) (2011).

New Hampshire

- Employment non-discrimination law covers sexual orientation and gender identity
- See [H.B. 421](#) (1997) for sexual orientation and [H.B. 1319](#) (2018) for gender identity.

New Jersey

- Employment non-discrimination law covers sexual orientation and gender identity
- See [N.J. Stat. § 10:5-4](#), and [10:5-12](#) amended to include sexual orientation in 1992 and amended to include gender identity in 2007.

New Mexico

- Employment non-discrimination law covers sexual orientation and gender identity
- See [H.B. 314](#) (2003).

New York

- Employment non-discrimination law covers sexual orientation and gender identity
- See [S.B. 720](#) (2002) for sexual orientation and [S.B. 1047](#) (2019) for gender identity.
- Prior to 2019, the [New York Code of Rules and Regulations §466](#) prohibited gender identity discrimination, via executive order (2015).



North Carolina

- State has law preventing passage or enforcement of local nondiscrimination laws
- See [H.B. 2](#) (2016).

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
- See [S.B. 2](#) (2007).

Pennsylvania

- 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 Pennsylvania's Human Relations Commission's [Guidance on Discrimination on the Basis of Sex Under the Pennsylvania Human Relations Act \(PHRA\)](#).

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
- See [Tenn. Code Ann. § 7-51-1802](#) (2011).

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
- See [S.B. 296](#) (2015).

Vermont

- Employment non-discrimination law covers sexual orientation and gender identity
- See [Vt. Stat. tit. 21, § 495](#), amended to include sexual orientation in 1992 and amended to include gender identity in 2007.

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
- See [Wash. Rev. Code § 49-60-180](#) (2006).

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)