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## State Employment Nondiscrimination Laws

No updates required since September 30, 2020

### NOTE:

As a result of a June 2020 U.S. Supreme Court ruling in [Bostock v. Clayton County, Georgia](#), employment discrimination based on sexual orientation or gender identity is illegal under Title VII of the federal Civil Rights Act. As a result of this ruling, LGBTQ people across the country can continue to file complaints with the federal Equal Employment Opportunity Commission (EEOC) and seek recourse for discrimination in the workplace through federal courts. However, some states also have explicit laws against employment discrimination based on sexual orientation and/or gender identity, and these are reported below. These state laws remain important so that LGBTQ people are protected against discrimination at every level of government, and because they are often passed alongside additional protections not yet enshrined in federal law, such as protections against discrimination in public places.

### Alabama

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

### Alaska

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

### Arizona

- State attorney general explicitly interprets existing state nondiscrimination protections based on sex to include both sexual orientation and gender identity
- See Arizona Attorney General's court filing in [Bruer vs. The State of Arizona](#) (2020).

### Arkansas

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)
- State has law preventing passage or enforcement of local nondiscrimination laws. See [Ark. Code Ann. § 14-1-403](#) (2015).

### California

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [Cal. Code § 12940](#), amended to include sexual orientation in 1992 and to include gender identity in 2003.

### Colorado

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [C.R.S. 24-34-402](#) (2007). "Transgender status" included in definition of "sexual orientation."



#### Connecticut

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

#### Delaware

- State employment nondiscrimination 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

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [D.C. Code § 2-1402.11](#), amended to include sexual orientation in 1977 and to include gender identity in 2006.

#### Florida

- State agency explicitly interprets existing sex protections to include both sexual orientation and gender identity. See [Florida Commission on Human Rights \(2020\)](#).

#### Georgia

- State has no employment nondiscrimination law, though federal law offers protections (see note)

#### Hawaii

- State employment nondiscrimination 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

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### Illinois

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [775 ILCS 5/2-102](#) (2005).

#### Indiana

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### Iowa

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [Iowa Code § 216.86](#) and [216.6a](#) (2007).



#### Kansas

- State agency explicitly interprets existing sex protections to include both sexual orientation and gender identity
- See Kansas Human Rights Commission's [Statement on Bostock](#) (2020).

#### Kentucky

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### Louisiana

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### Maine

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [Me. Rev. Stat. tit. 5, §4571](#) and [§4572](#) (2005).

#### Maryland

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [S.B. 212](#) (2001 for sexual orientation protection and 2014 for gender identity protection)

#### Massachusetts

- State employment nondiscrimination 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

- State agency explicitly interprets existing sex protections to include both sexual orientation and gender identity
- See Michigan Civil Rights Commission's [Interpretive Statement](#) (2018).

#### Minnesota

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [Minn. Stat. § 363A.08](#) (1993). Gender identity covered in definition of sexual orientation.

#### Mississippi

- State has no employment nondiscrimination law, though federal law offers protections (see note)

#### Missouri

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)



#### Montana

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### Nebraska

- State agency explicitly interprets existing sex protections to include both sexual orientation and gender identity
- See Nebraska Equal Opportunity Commission's [statement](#) (2020).

#### Nevada

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [A.B. 311](#) (1999) and [A.B. 211](#) (2011).

#### New Hampshire

- State employment nondiscrimination 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

- State employment nondiscrimination 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 to include gender identity in 2007.

#### New Mexico

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [H.B. 314](#) (2003).

#### New York

- State employment nondiscrimination 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 employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)
- State law prevents passage or enforcement of local nondiscrimination laws. See [H.B 2](#) (2016).

#### North Dakota

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### Ohio

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)



#### Oklahoma

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### Oregon

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [S.B. 2](#) (2007).

#### Pennsylvania

- State agency explicitly interprets existing sex protections to include both sexual orientation and gender identity
- See Pennsylvania's Human Relations Commission's [Guidance on Discrimination on the Basis of Sex Under the Pennsylvania Human Relations Act \(PHRA\)](#) (2018).

#### Rhode Island

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [Rhode Island Stat. § 28-5-7](#), amended in 1995 to include sexual orientation and in 2001 to include gender identity.

#### South Carolina

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### South Dakota

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### Tennessee

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)
- State has law preventing passage or enforcement of local nondiscrimination laws. See [Tenn. Code Ann. § 7-51-1802](#) (2011).

#### Texas

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### Utah

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [S.B. 296](#) (2015).



#### Vermont

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

#### Virginia

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [SB 868](#) (2020)

#### Washington

- State employment nondiscrimination law covers sexual orientation and gender identity
- See [Wash. Rev. Code § 49-60-180](#) (2006).

#### West Virginia

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

#### Wisconsin

- State employment nondiscrimination law enumerates only sexual orientation, though federal law offers protections for gender identity (see note)
- See [Wis. Stat. § 111.321](#), [§ 111.322](#), and [§ 111.36](#) (1982).

#### Wyoming

- State employment nondiscrimination law does not enumerate sexual orientation or gender identity, though federal law offers protections (see note)

### U.S. Territories

#### American Samoa

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

#### Guam

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

#### Commonwealth of the Northern Mariana Islands

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

#### Puerto Rico

- Private employment discrimination based on sexual orientation and gender identity prohibited ([Act 22, 2013](#)).

#### U.S. Virgin Islands

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