Employment Nondiscrimination

No updates required since April 11, 2020

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 nondiscrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

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

Arizona
• No employment nondiscrimination 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 nondiscrimination 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 nondiscrimination law covers sexual orientation and gender identity
• See C.R.S. 24-34-402 (2007).
Connecticut
• Employment nondiscrimination 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 nondiscrimination law covers sexual orientation and gender identity

District of Columbia
• Employment nondiscrimination 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 nondiscrimination law covering sexual orientation or gender identity,
  though federal law offers some protections (see note)

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

Hawaii
• 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
• No employment nondiscrimination law covering sexual orientation or gender identity,
  though federal law offers some protections (see note)

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

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

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

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

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

Maine
- Employment nondiscrimination law covers sexual orientation and gender identity

Maryland
- 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
- Employment nondiscrimination law covers sexual orientation and gender identity

Michigan
- No employment nondiscrimination 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 nondiscrimination law covers sexual orientation and gender identity
Mississippi
- No employment nondiscrimination law covering sexual orientation or gender identity, though federal law offers some protections (see note)

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

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

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

Nevada
- Employment nondiscrimination law covers sexual orientation and gender identity

New Hampshire
- Employment nondiscrimination law covers sexual orientation and gender identity

New Jersey
- Employment nondiscrimination law covers sexual orientation and gender identity

New Mexico
- Employment nondiscrimination law covers sexual orientation and gender identity

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

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

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

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

Oregon
- Employment nondiscrimination law covers sexual orientation and gender identity

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

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

Utah
- Employment nondiscrimination law covers sexual orientation and gender identity

Vermont
- Employment nondiscrimination law covers sexual orientation and gender identity

Virginia
- Employment nondiscrimination law covers sexual orientation and gender identity
- See SB 868 (2020)

Washington
- Employment nondiscrimination law covers sexual orientation and gender identity

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

Wisconsin
- Employment nondiscrimination 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 nondiscrimination 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
• Private employment discrimination based on sexual orientation and gender identity prohibited (Act 22, 2013).

U.S. Virgin Islands
• No protections against discrimination based on sexual orientation or gender identity.