Employment Nondiscrimination
No updates required since July 1, 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
- No employment nondiscrimination law covering sexual orientation or gender identity, though federal law offers protections (see note)

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

Arizona
- No employment nondiscrimination law covering sexual orientation or gender identity, though federal law offers protections (see note)
- State attorney general explicitly interprets existing sex protections to include both sexual orientation and gender identity (2020). See Arizona Attorney General’s court filing in Bruer vs. The State of Arizona.

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 protections (see note)

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

Hawaii
  • Employment nondiscrimination law covers sexual orientation and gender identity

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

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

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

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

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

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

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

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

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

- Employment nondiscrimination law covers only sexual orientation, though federal law offers 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 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


U.S. Virgin Islands

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