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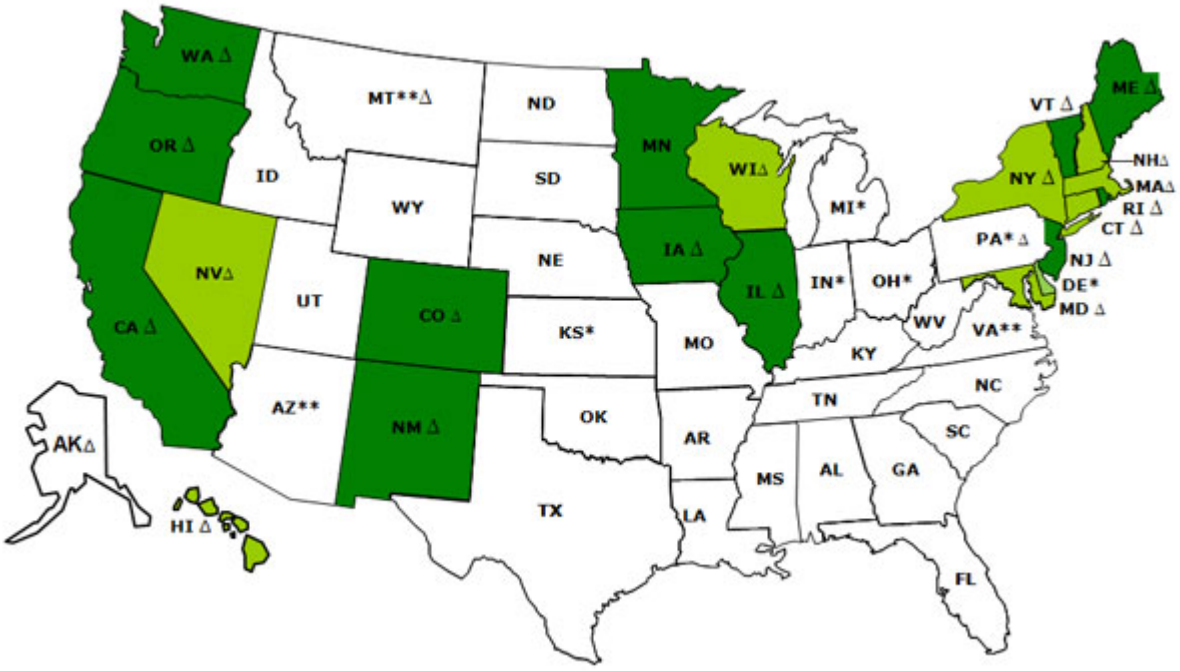
HUMAN RIGHTS CAMPAIGN

Statewide Employment Laws & Policies



States that prohibit discrimination based on sexual orientation and gender identity. (12 states and D.C.)

- *California (1992, 2003), Colorado (2007), District of Columbia (1977, 2006), Illinois (2006), Iowa (2007), Maine (2005), Minnesota (1993), New Jersey (1992, 2007), New Mexico (2003), Oregon (Jan. 2008), Rhode Island (1995, 2001), Vermont (1991, 2007) and Washington (2006).*
- *State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Connecticut, Florida, Hawaii, Massachusetts and New York.*

States that prohibit discrimination based on sexual orientation. (21 states and D.C.)
In addition to the same states above – Connecticut (1991), Delaware (2009), Hawaii (1991), Maryland (2001), Massachusetts (1989), Nevada (1999), New Hampshire (1998), New York (2003), and Wisconsin (1982).

Laws and Policies Covering Public Employees Only:

The laws referenced above apply to public and private employers (with some limitations) in the respective states. Additionally, there are 6 states (*) that have an executive order, administrative order or personnel regulation prohibiting discrimination against public employees based on sexual orientation *and* gender identity and 3 states (**) prohibit discrimination against public employees based on sexual orientation *only*. In 22 states and the District of Columbia (Δ) state employees are provided with domestic partner benefits.