The Federal Equal Employment Opportunity Commission is currently accepting complaints of sexual orientation and gender identity discrimination in employment based on Title VII’s prohibition against sex discrimination.

*State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida.

*North Carolina’s executive order enumerates sexual orientation and gender identity. However, this order has a bathroom carve out for transgender employees making the executive order not fully-inclusive.


Prohibit discrimination based on sexual orientation only

Prohibit discrimination against public employees based on sexual orientation and gender identity (8 states): Indiana, Kentucky, Michigan, Montana, Ohio, Pennsylvania, Virginia, Wisconsin

Prohibit discrimination against public employees based on sexual orientation only (4 states): Alaska, Arizona, Missouri, North Carolina