Updated June 07, 2019

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** (1 state): Wisconsin

**Prohibit discrimination against public employees based on sexual orientation and gender identity** (7 states): Indiana, Kentucky, Michigan, Montana, Ohio, Pennsylvania, Virginia

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