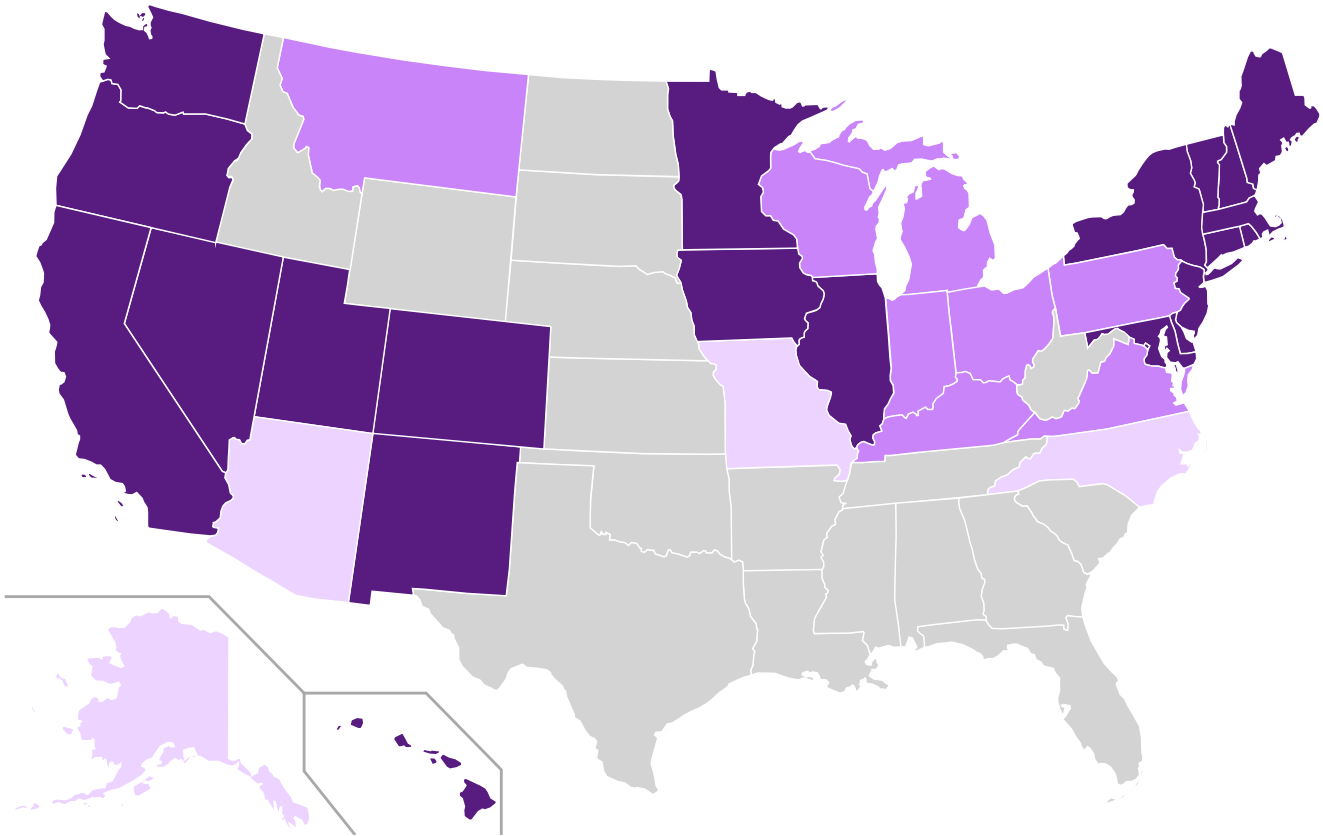




HUMAN
RIGHTS
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EMPLOYMENT



Updated January 28, 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 and gender identity (21 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Utah, Vermont, Washington

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