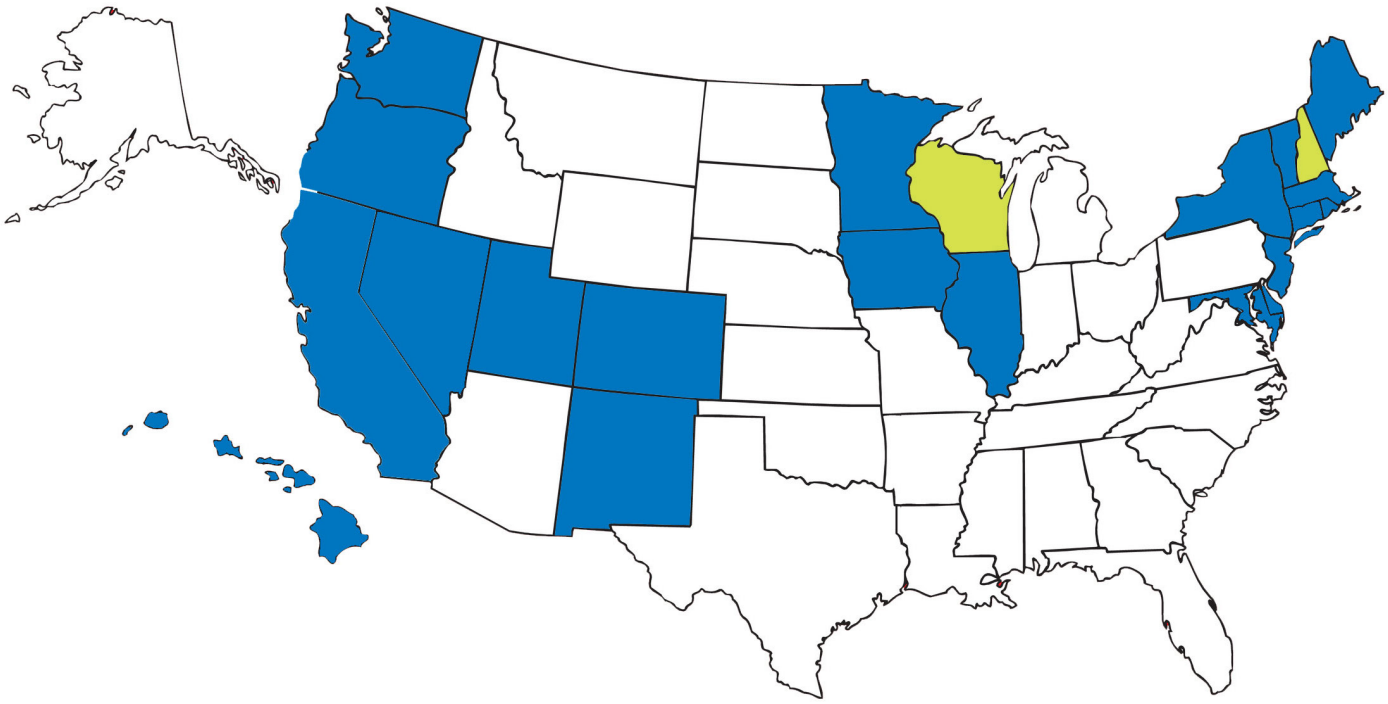
straight FOR equality

State-by-State Employment Laws in the U.S.

(Updated May 2016)



Guide to the 2016 Map:

20 States + D.C.: Employment non-discrimination law covers sexual orientation and gender identity.

2 States: Employment non-discrimination law covers only sexual orientation.*

28 States: No employment non-discrimination law covering sexual orientation or gender identity.*

*Rulings by the federal Equal Employment Opportunity Commission extends Title VII's prohibition on sex discrimination to prohibit discrimination based on gender identity, expression, and sexual orientation. This is not identical to a state or federal law explicitly banning such behavior. This map reflects states that have *statewide statutes* banning discrimination in private employment. Many states have executive orders or laws that protect all public employees, and many large cities and other localities have ordinances, executive orders, or personnel policies that protect local employees and some employees of local businesses. These laws, regulations and executive orders are not reflected on this map. Some states may interpret "gender" to include gender identity/expression. Such states are not reflected on this map.

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