

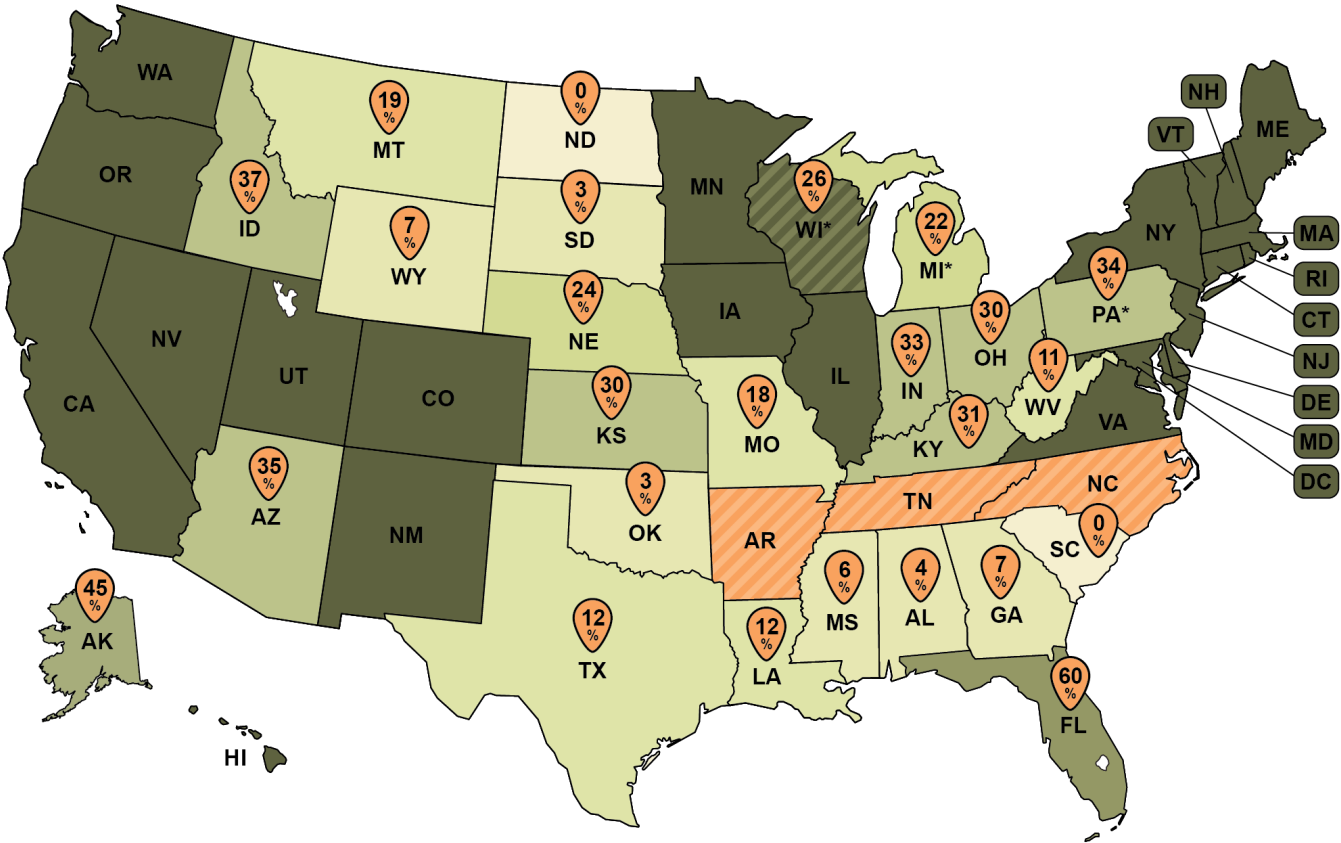
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# EMPLOYMENT NONDISCRIMINATION

FEDERAL STATE LOCAL STATE EMPLOYEES

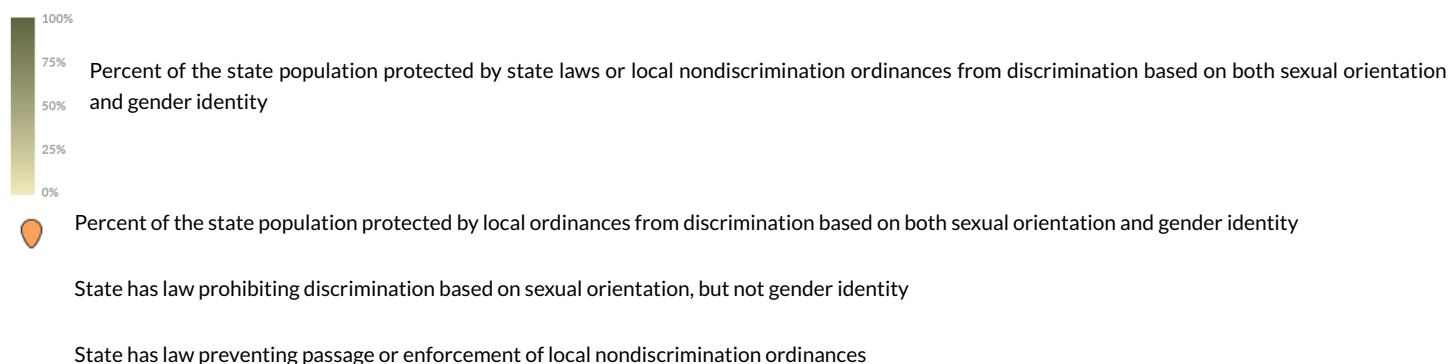
A June 2020 Supreme Court ruling affirmed that LGBTQ people across the country are protected by federal law against discrimination in the workplace. A growing number of states and localities also have such protections, and these state and laws remain important so that LGBTQ people are protected against discrimination at every level of government. These state and local laws also often include protections against discrimination beyond employment, such as in housing and public places. See [here \(https://www.lgbtmap.org/equality-maps/non\\_discrimination\\_ordinances\)](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances) for additional tracking of local ordinances in those areas.

This map shows state laws and local ordinances prohibiting employment discrimination based on sexual orientation and/or gender identity. Specifically, the map shows the percent of each state's population that is protected by local ordinances against employment discrimination based on both sexual orientation and gender identity. For more information about a state's local-level coverage, including whether there are fewer protections for gender identity than sexual orientation, please see the the detailed information in each state's profile by clicking on that state in the map below.



As a result of a June 2020 U.S. Supreme Court ruling, people in all states can seek recourse for employment discrimination based on sexual orientation and gender identity through the federal Equal Employment Opportunity Commission and federal courts ([/equality-maps/employment\\_non\\_discrimination\\_laws/federal](#)).

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Note that enforcement mechanisms within these ordinances varies by jurisdiction. Note also that some jurisdictions may prohibit discrimination in public employment (i.e., government employees only), but only ordinances that prohibit discrimination in private employment are included here.

#### Recommended citation:

Movement Advancement Project. "Equality Maps: Employment Nondiscrimination Laws." ([https://www.lgbtmap.org/equality-maps/non\\_discrimination\\_ordinances](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances)) ([https://www.lgbtmap.org/equality\\_maps/employment\\_non\\_discrimination\\_laws/](https://www.lgbtmap.org/equality_maps/employment_non_discrimination_laws/)) ([https://www.lgbtmap.org/equality\\_maps/employment\\_non\\_discrimination\\_laws](https://www.lgbtmap.org/equality_maps/employment_non_discrimination_laws)). Accessed [date of access].

## Percent of Adult LGBTQ Population Covered by Laws

\*Note: These percentages reflect estimates of the LGBTQ adult population living in the 50 states and the District of Columbia. Estimates of the LGBTQ adult population in the five inhabited U.S. territories are not available, and so cannot be reflected here.

Click [here](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances/policies) ([https://www.lgbtmap.org/equality-maps/non\\_discrimination\\_ordinances/policies](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances/policies)) for a [list of city and county ordinances by state](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances/policies) ([https://www.lgbtmap.org/equality-maps/non\\_discrimination\\_ordinances/policies](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances/policies)).

Data current as of 06/24/2020

THIS MAP IS POWERED BY

