

[DONATE \(/DONATE\)](#)

# EMPLOYMENT NONDISCRIMINATION

FEDERAL STATE LOCAL **STATE EMPLOYEES**

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This map shows state laws or policies that prohibit discrimination against state employees on the basis of sexual orientation and/or gender identity. As a result of a 2020 U.S. Supreme Court ruling, state employees can seek recourse for employment discrimination based sexual orientation and gender identity through the federal Equal Employment Opportunity Commission and federal courts ([https://www.lgbtmap.org/equality-maps/employment\\_non\\_discrimination\\_laws](https://www.lgbtmap.org/equality-maps/employment_non_discrimination_laws)).

## U.S. Virgin Islands

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**DONATE (/DONATE)** **Read the State-by-State Statutes (/img/maps/citations-nondisc-state-employees.pdf)****Recommended citation:**

Movement Advancement Project. "Equality Maps: State Non-Discrimination Laws."

(https://www.lgbtmap.org/equality-maps/non\_discrimination\_laws)https://www.lgbtmap.org/equality-maps/non\_discrimination\_laws (https://www.lgbtmap.org/equality-maps/non\_discrimination\_laws) (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.

**69%**

69 % of the LGBTQ population lives in states with policies that protect state employees from discrimination based on sexual orientation and gender identity

**0%**

0 % of the LGBTQ population lives in states that explicitly interpret existing prohibition on sex discrimination to include sexual orientation and/or gender identity

**4%**

4 % of the LGBTQ population lives in states with policies that protect state employees from discrimination based on sexual orientation only

**27%**

27 % of the LGBTQ population lives in states with no state policy prohibiting discrimination in public employment based on sexual orientation or gender identity (including 5% of LGBTQ population living in states that preempt local nondiscrimination laws)