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# EMPLOYMENT NONDISCRIMINATION

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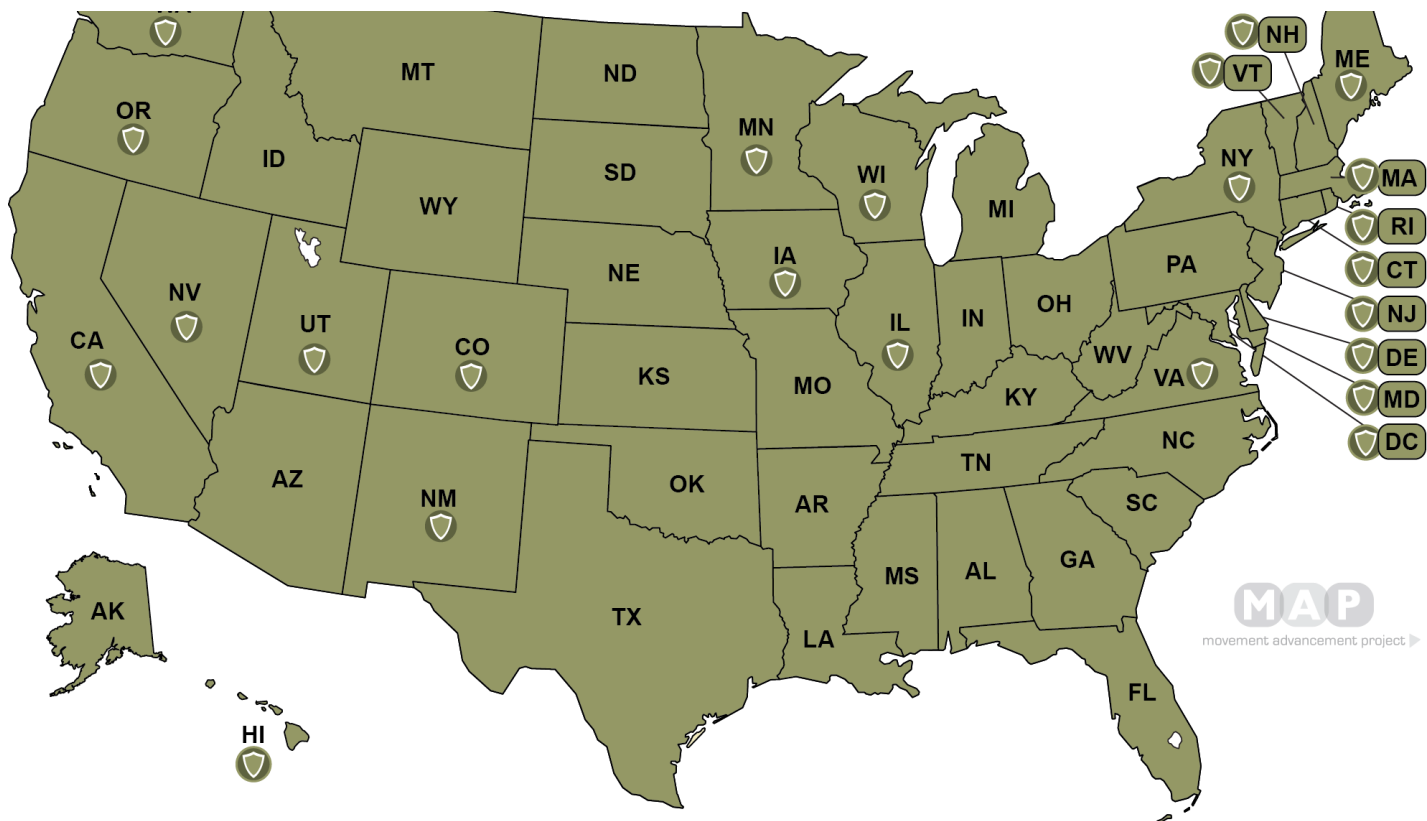
FEDERAL   STATE   LOCAL   STATE EMPLOYEES

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In June 2020, the U.S. Supreme Court ruled that employment discrimination based on sexual orientation or gender identity is illegal under Title VII of the federal Civil Rights Act, which prohibits discrimination based on sex in employment. As a result of this ruling, LGBTQ people across the country can continue to file complaints with the federal Equal Employment Opportunity Commission (EEOC) and seek recourse for discrimination in the workplace through federal courts.

Note that some states also have explicit laws against employment discrimination based on sexual orientation and/or gender identity, and these are included below ([https://www.lgbtmap.org/equality-maps/non\\_discrimination\\_ordinances](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances)). These state laws remain important so that LGBTQ people are protected against discrimination at every level of government, and because they are often passed alongside additional protections not yet enshrined in federal law, such as protections against discrimination based on sexual orientation and gender identity in [housing](https://www.lgbtmap.org/equality-maps/non_discrimination_laws/housing) ([https://www.lgbtmap.org/equality-maps/non\\_discrimination\\_laws/housing](https://www.lgbtmap.org/equality-maps/non_discrimination_laws/housing)) and [public places](https://www.lgbtmap.org/equality-maps/non_discrimination_laws/public-accommodations) ([https://www.lgbtmap.org/equality-maps/non\\_discrimination\\_laws/public-accommodations](https://www.lgbtmap.org/equality-maps/non_discrimination_laws/public-accommodations)). Some cities and counties also have such protections, and those are tracked [here](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances) ([https://www.lgbtmap.org/equality-maps/non\\_discrimination\\_ordinances](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances)).

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## U.S. Territories

American Samoa

Commonwealth of the  
Northern Mariana Islands

Guam

Puerto Rico

U.S. Virgin Islands



Federal law prohibits employment discrimination based on sex including sexual orientation and gender identity



State law explicitly prohibits employment discrimination based on sexual orientation and/or gender identity (click here for more (/equality\_maps/employment\_non\_discrimination\_laws/state)). (23 states, 2 territories + D.C.)

Note that Title VII applies only to employers with 15 or more employees. Additional protections may exist at the state or local level. Individuals who have experienced discrimination should contact [Lambda Legal's Help Desk](https://www.lambdalegal.org/helpdesk) (<https://web.archive.org/web/20200527014425/https://www.lambdalegal.org/helpdesk>) or otherwise seek legal advice. This map is not intended as legal advice.

### 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].

Data current as of 06/24/2020