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# EMPLOYMENT NONDISCRIMINATION

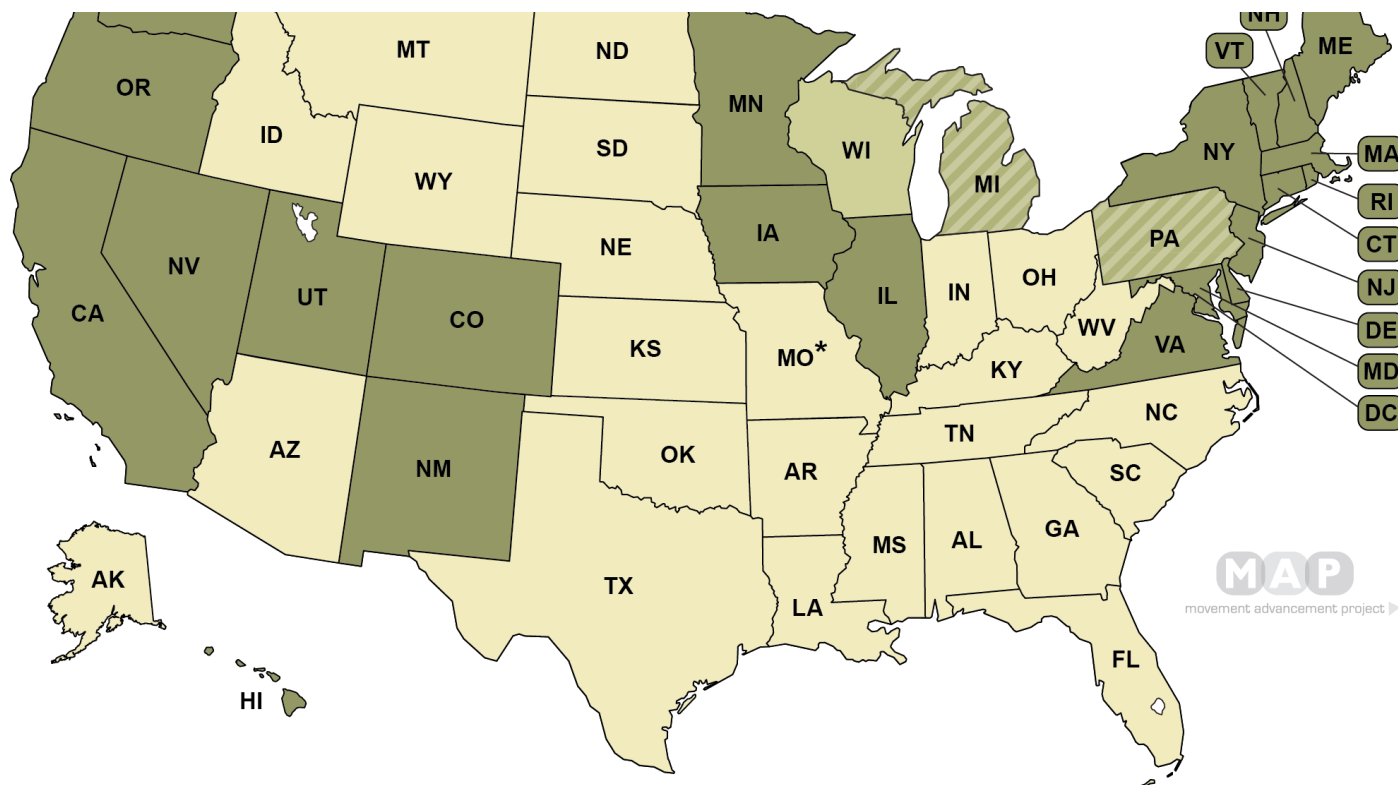
FEDERAL **STATE** LOCAL STATE EMPLOYEES

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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 local 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](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)).

State employment nondiscrimination laws protect LGBTQ people from being unfairly fired, not hired, or discriminated against in the workplace by private employers on the basis of sexual orientation or gender identity. This map shows state nondiscrimination laws that explicitly enumerate sexual orientation and/or gender identity as protected classes, as well as states that explicitly interpret existing sex protections to include sexual orientation and/or gender identity.

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## U.S. Territories

American Samoa

Commonwealth of the  
Northern Mariana Islands

Guam

Puerto Rico

U.S. Virgin Islands



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

State law explicitly prohibits discrimination based on sexual orientation and gender identity (22 states, 2 territories + D.C.)

State explicitly interprets existing prohibition on sex discrimination to include sexual orientation and/or gender identity (see note) (2 states, 0 territories)

State law explicitly prohibits discrimination based on sexual orientation only (1 state, 0 territories)

No explicit prohibitions for discrimination based on sexual orientation or gender identity in state law (25 states, 3 territories)

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 [Read the State-by-State Statutes \(/img/maps/citations-nondisc-employment.pdf\)](/img/maps/citations-nondisc-employment.pdf)

\***Michigan's** nondiscrimination law does not explicitly enumerate sexual orientation or gender identity, but the Michigan Civil Rights Commission has stated it explicitly interprets the state's existing protections against sex discrimination to include protections for both sexual orientation and gender identity (2018).

\***Missouri's** Supreme Court held in February 2019

(<https://web.archive.org/web/20200527014425/https://www.courts.mo.gov/file.jsp?id=137241>) that, under Missouri law, it is illegal for employers to discriminate based on sex stereotypes. While the finding did not explicitly say that discrimination based on sexual orientation is a form of sex stereotyping, the decision does affirm the right of LGBTQ Missourians to bring charges of employment discrimination based on sex stereotyping.

\***Pennsylvania's** nondiscrimination law does not explicitly enumerate sexual orientation or gender identity, but the Pennsylvania Human Relations Commission has stated it explicitly interprets the state's existing protections against sex discrimination to include protections for both sexual orientation and gender identity (2018).

Individuals who have experienced discrimination should contact Lambda Legal's Help Desk (<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-](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances)

[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/](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.



50%

50 % of LGBTQ population lives in states prohibiting employment discrimination based on sexual orientation and gender identity



7%

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**2%**

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2 % of LGBTQ population lives in states prohibiting employment discrimination based on sexual orientation only

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**42%**

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42 % of LGBTQ population lives in states that do not prohibit employment discrimination based on sexual orientation or gender identity (including 5% of LGBTQ population living in states that preempt local nondiscrimination laws)

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*Data current as of 06/24/2020*

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([HTTPS://WWW.LGBTMAP.ORG](https://www.lgbtmap.org))

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