States that prohibit discrimination based on sexual orientation and gender identity. (12 states and D.C.)


- State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Connecticut, Florida, Hawaii, Massachusetts and New York.

States that prohibit discrimination based on sexual orientation. (21 states and D.C.)


Laws and Policies Covering Public Employees Only:
The laws referenced above apply to public and private employers (with some limitations) in the respective states. Additionally, there are 6 states (*) that have an executive order, administrative order or personnel regulation prohibiting discrimination against public employees based on sexual orientation and gender identity and 3 states (**) prohibit discrimination against public employees based on sexual orientation only. In 23 states and the District of Columbia (△) state employees are provided with domestic partner benefits.