

# STOP AAPI HATE

## 50-STATE SUMMARY OF ANTI-DISCRIMINATION LAWS: Understanding Your Rights to Be Treated Fairly Under State Laws

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You have the right to be free from discrimination based on your race, gender, and other aspects of who you are, across many parts of life: at work and at school, dining at restaurants and shopping at stores, renting or buying homes, riding public transit, seeking health care, voting, and interacting with the government, such as the police. These rights are set out in laws at the federal, state, and sometimes even local levels.

This summary describes state-level civil rights and human rights statutes in the United States that prohibit discrimination in public accommodations, education, health care, public transit, housing, employment, and other settings. It is not a full or comprehensive summary; for example, it does not include a review of case law interpreting the scope and application of these statutes. It does not constitute legal advice and it is being provided for informational purposes only. It builds on a September 2020 summary of federal and state laws prohibiting discrimination in public accommodations, which is available on the [Stop AAPI Hate website](#).

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State Anti-Discrimination Law	Cites	Notes on Enforcement
<i>Alabama</i>		
Alabama Student Religious Liberties Act <ul style="list-style-type: none"> <li>Enacted in 2015.</li> <li>Prohibits public local boards of education from discriminating against students or parents on the basis of religion.</li> <li>Prohibits public schools from discriminating against students on the basis of religion in homework, artwork, and other assignments. Requires public schools to give religious groups the same access to school facilities as other noncurricular groups.</li> </ul>	Ala. Code § 16-1-20.5 <a href="https://law.justia.com/codes/alabama/2016/title-16/chapter-1/section-16-1-20.5/">https://law.justia.com/codes/alabama/2016/title-16/chapter-1/section-16-1-20.5/</a>	The local board of education is charged with overseeing the statute by adopting a policy governing voluntary religious expression in schools. § 16-1-20.5(e).
Alabama School Choice and Student Opportunity Act <ul style="list-style-type: none"> <li>Enacted in 2015.</li> <li>Prohibits public charter schools from discriminating against any person on the basis of race, creed, color, sex, disability, national origin (including minority status), limited proficiency in English, or any other category that would be unlawful if done by a non-charter public school.</li> <li>Prohibits public charter schools from interfering with laws and rules protecting the rights of employees to organize and be free from discrimination.</li> </ul>	Ala. Code §§ 16-6F-1 et seq. <a href="https://codes.findlaw.com/al/title-16-education/al-code-sect-16-6f-1.html">https://codes.findlaw.com/al/title-16-education/al-code-sect-16-6f-1.html</a>  <i>See</i> Ala. Code § 16-6F-9	The Alabama Public School Charter School Commission is an independent state entity charged with overseeing the statute. § 16-6F-6(c).  The Commission oversees charter schools' performance of legal obligations, and may take action necessary to enforce the schools' obligations. <i>See</i> Public Charter School Contract, <a href="https://www.alabamaachievers.org/wp-content/uploads/2021/04/13-charter-contract_Redacted.pdf">https://www.alabamaachievers.org/wp-content/uploads/2021/04/13-charter-contract_Redacted.pdf</a>
Alabama Fair Housing Law <ul style="list-style-type: none"> <li>Enacted in 1991.</li> <li>Prohibits discrimination against persons in the terms, conditions, privileges, or transactions of sale or rental of a dwelling on the basis of race, color, religion, sex, familial status, national origin, or handicap.</li> </ul>	Ala. Code §§ 24-8-1 et seq. <a href="https://casetext.com/statute/code-of-alabama/title-24-housing/chapter-8-alabama-fair-housing-law/section-24-8-1-short-title">https://casetext.com/statute/code-of-alabama/title-24-housing/chapter-8-alabama-fair-housing-law/section-24-8-1-short-title</a>  <i>See</i> Ala. Code §§ 24-8-4, 24-8-5, 24-8-6	The Alabama Department of Economic and Community Affairs ("ADECA") is the state agency charged with enforcing the statute. § 24-8-9. The ADECA may investigate unlawful discriminatory practices and institute proceedings in court. <i>Id.</i> ; § 24-8-11. A person who claims to have been injured by a discriminatory housing practice may file a complaint with the ADECA. The ADECA may then commence an investigation. § 24-8-12.
Clarke-Figures Equal Pay Act <ul style="list-style-type: none"> <li>Enacted in 2019.</li> <li>Prohibits an employer, including the state, from discriminating against employees in payment of wages on the basis of sex or race.</li> </ul>	Ala. Code § 25-1-30 <a href="https://casetext.com/statute/code-of-alabama/title-25-industrial-relations-and-labor/chapter-1-general-provisions/article-3-age-discrimination-by-employers-prohibited/section-25-1-30-equal-pay-and-employment-requirements#">https://casetext.com/statute/code-of-alabama/title-25-industrial-relations-and-labor/chapter-1-general-provisions/article-3-age-discrimination-by-employers-prohibited/section-25-1-30-equal-pay-and-employment-requirements#</a>	An employee who claims to have been injured by a discriminatory practice of the employer may file a complaint with a court with proper jurisdiction. <i>See</i> § 25-1-30(f)-(h).

State Anti-Discrimination Law	Cites	Notes on Enforcement
<i>Alaska</i>		
<p>Anti-Discrimination Act of 1945 (House Bill 14)</p> <ul style="list-style-type: none"> <li>• Effective Date: Feb. 16, 1945</li> <li>• Prevents and criminalizes discrimination against individuals in public areas based on race.</li> </ul>	<p>ASL-P597-2159</p> <p><a href="https://vilda.alaska.edu/digital/collection/cdmg41/id/543/">https://vilda.alaska.edu/digital/collection/cdmg41/id/543/</a></p> <p><a href="https://archives.alaska.gov/education/peratrovich.html#:~:text=ASL%2DP597%2D2159.,bill%20was%20approved%20on%20Feb.">https://archives.alaska.gov/education/peratrovich.html#:~:text=ASL%2DP597%2D2159.,bill%20was%20approved%20on%20Feb.</a></p>	<p>The Alaska State Commission for Human Rights is the state agency that enforces the Alaska Human Rights Law, AS 18.80. The Commission consists of seven commissioners appointed by the Governor and confirmed by the Legislature. The Commission employs a staff and maintains an office in Anchorage. The Commission has statewide powers and accepts and investigates complaints from individuals across all regions of the state.</p> <p><a href="https://humanrights.alaska.gov/">https://humanrights.alaska.gov/</a></p> <p>The Anchorage Equal Rights Commission (AERC) is the municipal law enforcement agency charged with preventing and eliminating unlawful discrimination under Title 5 of the Anchorage Municipal Code. (See Anchorage Municipal Charter and Anchorage Municipal Code, Title 5). The AERC also enforces the Americans with Disabilities Act of 1990 (ADA - Title I) and Title VII of the Civil Rights Act of 1964 through a work-share agreement with the federal Equal Employment Opportunity Commission (EEOC).</p> <p><a href="https://www.muni.org/Departments/AERC/Pages/default.aspx">https://www.muni.org/Departments/AERC/Pages/default.aspx</a></p>
<p>Alaska Statutes § 18.80 (Title 18. Health, Safety, and Housing Chapter 18.80 State Commission for Human Rights)</p> <ul style="list-style-type: none"> <li>• Creates a State Commission for Human Rights in the office of the governor.</li> </ul>	<p>AS § 18.80</p> <p><a href="https://casetext.com/statute/alaska-statutes/title-18-health-safety-housing-human-rights-and-public-defender/chapter-1880-state-commission-for-human-rights/article-01-creation-and-organization-of-commission">https://casetext.com/statute/alaska-statutes/title-18-health-safety-housing-human-rights-and-public-defender/chapter-1880-state-commission-for-human-rights/article-01-creation-and-organization-of-commission</a></p>	
<p>Anchorage Municipal Charter and Anchorage Municipal Code, Title 5</p> <ul style="list-style-type: none"> <li>• Effective Date: Jan. 2, 1996</li> <li>• “The public policy of the municipality is declared to be equal opportunity for all persons. The assembly finds that invidious discrimination in the sale or rental of real property, financing practices, employment practices, public accommodations, educational institutions, and practices of the municipality, based upon race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, age, or physical or mental disability, adversely affects the welfare of the community. Accordingly, such discrimination is prohibited. It is the express intent of this title to guarantee fair and equal treatment under law to all people of the municipality, consistent with federal and state constitutional freedoms and laws, including freedom of expression, freedom of association and the free exercise of religion.”</li> </ul>	<p>AO No. 92-116(S); AO No. 93-99; AO No. 93-149, § 1, 10-15-93; AO No. 2002-163, § 1, 1-7-03; AO No. 2015-96(S-1), § 1, 9-29-15</p> <p><a href="https://library.municode.com/ak/anchorage/codes/code_of_ordinances">https://library.municode.com/ak/anchorage/codes/code_of_ordinances</a></p>	
<i>Arizona</i>		
<p>Arizona Civil Rights Act (ACRA)</p> <ul style="list-style-type: none"> <li>• Effective Date (of amended ACRA): Jul. 19, 2021</li> <li>• Prohibits discrimination based on race, color, religion, sex, disability, national origin, age, or the results of genetic testing. The ACRA’s prohibitions against discrimination are consistent with federal requirements under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), and the Genetic Information Nondiscrimination Act (GINA). A.R.S. § 41-1461 et seq.</li> </ul>	<p>A.R.S. §§ 41-1401 to -1493.02 <a href="https://codes.findlaw.com/az/title-41-state-government/az-rev-st-sect-41-1401.html">https://codes.findlaw.com/az/title-41-state-government/az-rev-st-sect-41-1401.html</a></p> <p><a href="https://www.azleg.gov/ars/41/01463.htm">https://www.azleg.gov/ars/41/01463.htm</a></p>	<p>The mission of the Civil Rights Division of the Arizona Attorney General’s Office is to enforce civil rights laws, increase public awareness of civil rights, provide dispute resolution services, and offer community services throughout the State. The Division’s major duty is to enforce state statutes that prohibit discrimination in employment, voting, public accommodations, disability and housing by investigating and litigating civil rights complaints. In addition, the Division provides conflict resolution services and mediation programs statewide, including many court and agency programs.</p> <p><a href="https://www.azag.gov/civil-rights">https://www.azag.gov/civil-rights</a></p> <p>Arizona Attorney General handbook on discrimination law.</p> <p><a href="https://www.azag.gov/sites/default/files/docs/agency-handbook/2018/agency_handbook_chapter_15.pdf">https://www.azag.gov/sites/default/files/docs/agency-handbook/2018/agency_handbook_chapter_15.pdf</a></p>
<p>Phoenix City Code § 18</p> <ul style="list-style-type: none"> <li>• Effective Date (of amendments): Mar. 28, 2013</li> <li>• Declares the civil right to be free from discrimination in public accommodations and employment and that it is unlawful to discriminate because of race, color, religion, sex, national origin, age, genetic information, marital status, sexual orientation, gender identity or expression, or disability.</li> <li>• § 18-4 lists the specific prohibited acts.</li> </ul>	<p>Phoenix City Code § 18</p> <p><a href="https://phoenix.municipal.codes/CC/18-1">https://phoenix.municipal.codes/CC/18-1</a></p> <p><a href="https://www.phoenix.gov/eodsite/Documents/chapter18amendments032813.pdf">https://www.phoenix.gov/eodsite/Documents/chapter18amendments032813.pdf</a></p>	<p>The Equal Opportunity Department of the City of Phoenix reviews employment discrimination complaints to determine whether it has proper jurisdiction and, if it does, attempt to resolve the complaint.</p> <p><a href="https://www.phoenix.gov/eod/investigations/discrimination/employment">https://www.phoenix.gov/eod/investigations/discrimination/employment</a></p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<i>Arkansas</i>		
<p>The Arkansas Civil Rights Act of 1993</p> <ul style="list-style-type: none"> <li>• Effective Date: Jan. 1, 1993</li> <li>• Summary: The Arkansas Civil Rights Act of 1993 states in part, “The right of an otherwise qualified person to be free from discrimination because of race, religion, ancestry or national origin, gender, or the presence of any sensory, mental, or physical disability is recognized as and declared to be a civil right.”</li> </ul>	<p>AR Code § 16-123-107 (2015)  <a href="https://www.usccr.gov/files/pubs/sac/ar0201/ch2.htm#:~:text=The%20Arkansas%20Civil%20Rights%20Act%20of%201993%20states%20in%20part,to%20be%20a%20civil%20right.">https://www.usccr.gov/files/pubs/sac/ar0201/ch2.htm#:~:text=The%20Arkansas%20Civil%20Rights%20Act%20of%201993%20states%20in%20part,to%20be%20a%20civil%20right.</a></p>	<p>The Arkansas Fair Housing Commission is a quasi-judicial, regulatory, enforcement agency that works in conjunction with the U.S. Department of Housing and Urban Development to enforce fair housing rules and regulations.  <a href="https://ig.arkansas.gov/fair-housing/">https://ig.arkansas.gov/fair-housing/</a></p>
<p>Intrastate Commerce Improvement Act (Act 137 of 2015)</p> <ul style="list-style-type: none"> <li>• Effective Date: Feb. 24, 2015</li> <li>• Summary: Act 137 prohibits a county, municipality, or other political subdivision of the state from adopting or enforcing an ordinance, resolution, rule, or policy that creates a protected classification or prohibits discrimination on a basis not contained in state law.</li> </ul>	<p>Arkansas Code Annotated sections 14-1-401 to -403 (Supp. 2017)  <a href="https://www.arkleg.state.ar.us/Acts/Document?type=pdf&amp;act=137&amp;ddBienniumSession=2015%2F2015R">https://www.arkleg.state.ar.us/Acts/Document?type=pdf&amp;act=137&amp;ddBienniumSession=2015%2F2015R</a></p>	
<i>California</i>		
<p>Fair Employment and Housing Act (FEHA)</p> <ul style="list-style-type: none"> <li>• Enacted in 1959.</li> <li>• Principal statute prohibiting employment and housing discrimination in CA against the following protected classes: race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender identity, gender expression, age, sexual orientation, or veteran or military status.</li> <li>• Declares the “opportunity to seek, obtain, and hold” employment and housing “without discrimination” as a “civil right.”</li> <li>• FEHA applies to public and private employers, labor organizations and employment agencies.             <ul style="list-style-type: none"> <li>○ Prohibits employers of 5 or more employees to discriminate against job applicants and employees because of their protected class, or retaliate against them for asserting their rights.</li> <li>○ Prohibits harassment based on a protected class against an employee, applicant, unpaid intern/volunteer, or contractor in all workplaces (even employers with less than 5 employees).</li> </ul> </li> <li>• FEHA prohibits those in the housing business (i.e., landlords, real estate agents, home sellers, builders, mortgage lenders, etc.) from discriminating against tenants or homeowners based on a protected class.</li> <li>• FEHA also prohibits cities, counties, or local government agencies to make zoning/land-use decisions or have policies that discriminate against people based on protected classes.</li> </ul>	<p>Cal. Gov't Code §§ 12900 et seq.  <a href="https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=12900.&amp;lawCode=GOV">https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=12900.&amp;lawCode=GOV</a></p> <p><i>see</i> Cal. Gov't Code § 12921 Declarations of Policy</p> <p><i>see also</i> Cal. Gov't Code § 12940 Unlawful Employment Practices</p> <p><i>see also</i> Cal. Gov't Code § 12955 Unlawful Housing Discrimination</p>	<p>The Department of Fair Employment and Housing (“DFEH”), now the Civil Rights Department (“CRD”), is the state agency charged with enforcing CA’s civil rights laws. <a href="https://calcivilrights.ca.gov/">https://calcivilrights.ca.gov/</a></p> <p>A person alleging discrimination can file a complaint with CRD. CRD will accept cases for investigation if it finds that a civil rights law it is enforcing may have been violated.</p> <p>Claimants alleging employment discrimination can obtain a "Right-to-Sue" notice from CRD without waiting for the administrative process first.</p>
<p>Unruh Civil Rights Act</p> <ul style="list-style-type: none"> <li>• Enacted in 1959.</li> <li>• Prohibits discrimination or harassment by business establishments based on the following protected groups: sex, gender, race, color, religion, national original, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, or immigration.</li> <li>• Requires both public and private businesses (including housing and public accommodations) to provide “full and equal accommodations, advantages, facilities, privileges or services in all business establishments of every kind whatsoever.” Cal. Civ. Code § 51(b).</li> <li>• The Act includes an enforcement provision authorizing individual civil actions. Cal. Civ. Code § 52(a)</li> </ul>	<p>Cal. Civ. Code §§ 51 et seq.  <a href="https://leginfo.ca.gov/faces/codes_displaySection.xhtml?lawCode=CIV&amp;sectionNum=51">https://leginfo.ca.gov/faces/codes_displaySection.xhtml?lawCode=CIV&amp;sectionNum=51</a></p> <p><i>see also</i> Cal. Civ. Code § 52(a) (authorizes civil actions for denial of civil rights or discrimination):  <a href="https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=52.&amp;lawCode=CIV">https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=52.&amp;lawCode=CIV</a></p>	<p>Person alleging a violation of their rights under the Unruh Civil Rights Act can file a complaint with CRD to investigate and settle their complaint. <a href="https://www.dfeh.ca.gov/ComplaintProcess/">https://www.dfeh.ca.gov/ComplaintProcess/</a></p> <p>Unruh Civil Rights allows enforcement by the Attorney General, district attorney or city attorney. Cal. Civ. Code § 52(c).</p> <p>Individuals whose rights have been denied under the Unruh Civil Rights Act may bring a civil action. Cal. Civ. Code § 52(a).</p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>Ralph Civil Rights Act</p> <ul style="list-style-type: none"> <li>Enacted in 1976.</li> <li>Protects individuals from hate violence or intimidation by threat of violence based on the following protected classes: sex, gender, race, color, religion, national original, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, or immigration.</li> <li>Examples of prohibited hate-related crimes (listed on DFEH website): threats (verbal/written), assault (physical or attempted), hate-related graffiti, cross-burning, bomb threats, arson, disturbing religious meetings, vandalism/property damage.</li> </ul>	<p>Cal. Civ. Code § 51.7  <a href="https://leginfo.ca.gov/faces/codes_displaySection.xhtml?lawCode=CIV&amp;sectionNum=51.7">https://leginfo.ca.gov/faces/codes_displaySection.xhtml?lawCode=CIV&amp;sectionNum=51.7</a></p>	<p>Person alleging a violation of their rights under the Ralph Civil Rights Act can file a complaint with CRD to investigate and settle their complaint. <a href="https://www.dfeh.ca.gov/ComplaintProcess/">https://www.dfeh.ca.gov/ComplaintProcess/</a></p> <p>Statute allows the Attorney General, a district attorney, or a city attorney to bring civil actions. Cal. Civ. Code § 52(b)(2).</p> <p>Individuals whose constitutional or statutory rights have been “interfered with, or attempted to be interfered with,” may bring their own civil action. Cal. Civ. Code § 52.1(c).  <a href="https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=52.1.&amp;nodeTreePath=6.2&amp;lawCode=CIV">https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=52.1.&amp;nodeTreePath=6.2&amp;lawCode=CIV</a></p>
<i>Colorado</i>		
<p>Colorado Anti-Discrimination Act (“CADA”)</p> <ul style="list-style-type: none"> <li>Enacted in 1957.</li> <li>Colorado’s principal anti-discrimination statute that prohibits discrimination based on a protected class in employment, housing, and places of public accommodation (includes advertising).</li> <li>Protected classes include: race, creed, color, sex, sexual orientation, gender identity, gender expression, religion, age, national origin, or ancestry.</li> <li>Employment discrimination: unlawful for an employer to hire, discharge, promote/demote, harass, or discriminate terms or privileges of employment based on a protected class. However, in regards to disability, it is not considered discriminatory/unlawful if the there is no reasonable accommodation the employer can make re: the disability or the disability disqualifies or has a significant impact on the job.</li> <li>Housing discrimination: unlawful to “refuse to show, sell, transfer, rent or lease any housing” based on a protected class.</li> <li>Discrimination in places of public accommodation: <ul style="list-style-type: none"> <li>“place of public accommodation” is defined as “any place of business engaged in any sales to the public and any place offering services, facilities, privileges, advantages, or accommodations to the public . . .” C.R.S. § 24-34-601(1).</li> <li>Unlawful to directly or indirectly “refuse, withhold from, or deny” a person based on a protected class in a place of public accommodation.</li> </ul> </li> <li>Discrimination in advertising: prohibits publishing, distributing, circulating communications/advertising discriminating against a protected place in a “place of public accommodation” (same definition as above).</li> <li>Discrimination against persons with disabilities: <ul style="list-style-type: none"> <li>Disability has the same meaning as the definition under the federal ADA. C.R.S. § 24-34-301(5.6).</li> <li>Unlawful to exclude a person from participation or deny the benefits of a public entity’s services, programs, or activities based on disability.</li> </ul> </li> </ul>	<p>Colo. Rev. Stat. Ann. T. 24, art. 34, et seq., Colorado Anti-Discrimination Act  <a href="https://law.justia.com/codes/colorado/2016/title-24/principal-departments/article-34/part-6/section-24-34-601">https://law.justia.com/codes/colorado/2016/title-24/principal-departments/article-34/part-6/section-24-34-601</a></p> <p>See C.R.S. §§ 24-34-401 et seq. Employment Practices</p> <p>See C.R.S. §§ 24-34-501 et seq. Housing Practices</p> <p>See C.R.S. §§ 24-34-601 et seq. Discrimination in Places of Public Accommodation</p> <p>See C.R.S. §§ 24-34-701 et seq. Discriminatory Advertising</p> <p>See C.R.S. §§ 24-34-801 et seq. Persons with Disabilities - Civil Rights</p>	<p>Colorado Civil Rights Division (“CCRD”) is the state agency in charge of enforcing CADA through investigating discrimination complaints.</p> <ul style="list-style-type: none"> <li>CCRD also offers mediation and promotes awareness of civil rights through training and education.</li> <li>CCRD works in cooperation with federal agencies (EEOC and HUD/FHEO) and local agencies/community-based organizations to promote and protect civil rights.</li> <li>CCRD does not have the authority to: <ul style="list-style-type: none"> <li>initiate discrimination claims;</li> <li>impose monetary penalties;</li> <li>seize property; and</li> <li>bring criminal charges, jail, or imprison.</li> </ul> </li> </ul> <p>CCRD’s website</p> <ul style="list-style-type: none"> <li>Director of the CCRD is required to “receive, investigate, and make determinations on charges alleging unfair or discriminatory practices in violation of [CADA].” C.R.S. §24-302(2). C.R.S. §§ 24-34-301 et seq. Civil Rights Division - Commission</li> </ul>
<i>Connecticut</i>		
<p>CGS § 46a-58(a)</p> <ul style="list-style-type: none"> <li>Summary: It is a crime under state law to deprive anyone of any legal rights because of their race, color, religion, or national origin (CGS § 46a-58(a)). State law is broader than federal law (i.e., the Civil Rights Act of 1968) because it also prohibits deprivation of rights based on the person’s alienage, blindness, or physical disability.</li> </ul>	<p>CT Gen Stat § 46a-58 (2018)  <a href="https://law.justia.com/codes/connecticut/2018/title-46a/chapter-814c/section-46a-58/">https://law.justia.com/codes/connecticut/2018/title-46a/chapter-814c/section-46a-58/</a></p>	<p>The mission of the Connecticut Commission on Human Rights and Opportunities (CHRO) is to eliminate discrimination through civil and human rights law enforcement and to establish equal opportunity and justice for all persons within the state through advocacy and education.  <a href="https://portal.ct.gov/CHRO/Commission/Commission/Our-Purpose">https://portal.ct.gov/CHRO/Commission/Commission/Our-Purpose</a></p>



State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>Fair Employment Practices Act</p> <ul style="list-style-type: none"> <li>• Effective Date (of An Act Deterring Discrimination in Employment Applications, which amends FEPA): Oct. 1, 2022</li> <li>• Summary: The Connecticut Fair Employment Practices Act prohibits employment practices that discriminate based on race, color, religious creed, age, sex, gender identity or expression, sexual orientation, marital status, national origin, ancestry, status as a veteran, present or past history of mental disability, intellectual disability, learning disability, or physical disability, including, but not limited to, blindness (CT Gen. Stat. Sec. 46a-51 et seq. and Sec. 46a-81c). The Act covers all employers with three or more employees. Employers are also prohibited from taking any form of reprisal against employees who file discrimination complaints.</li> <li>• Section 11 of SB 5 repeals Connecticut’s current employment discrimination law and replaces it with new language effective Oct. 1, 2022. The section changes the definition of “employer,” adds a new category to the list of protected classes, changes the definition of “sexual harassment,” and shifts the burden of proof in hostile work environment cases to employers.</li> </ul>	<p>2005 Connecticut Code - Sec. 46a-60. (Formerly Sec. 31-126).  <a href="https://www.cga.ct.gov/current/pub/chap_814c.htm#sec_46a-60">https://www.cga.ct.gov/current/pub/chap_814c.htm#sec_46a-60</a>   <a href="https://www.cbia.com/news/hr-safety/bill-upends-fair-employment-practices-act/">https://www.cbia.com/news/hr-safety/bill-upends-fair-employment-practices-act/</a></p>	
<i>Delaware</i>		
<p>Delaware Discrimination in Employment Act</p> <ul style="list-style-type: none"> <li>• Effective Date: Sept. 10, 2004</li> <li>• Effective April 13, 2021, the term “race” is defined to include traits historically associated with race, including hair texture and a protective hairstyle. A “protective hairstyle” includes braids, locks, and twists.</li> <li>• Summary: The Delaware Discrimination in Employment Act prohibits discrimination in employment based on race, marital status, genetic information, color, age (40 and over), religion, sex (including pregnancy), sexual orientation, gender identity, or national origin (DE Code Tit. 19 Sec. 710 et seq.). The Act also prohibits employers from discriminating because an individual was the victim of domestic violence, a sexual offense, or stalking. Employers may not discriminate against an individual because of a reproductive health decision by the individual or because of the individual’s family responsibilities.</li> </ul>	<p>DE Code Tit. 19 Sec. 710  <a href="https://delcode.delaware.gov/title19/c007/sc02/">https://delcode.delaware.gov/title19/c007/sc02/</a></p>	<p>The Office of Anti-Discrimination enforces laws against employment discrimination because of race, color, religion, sex (including pregnancy), sexual orientation, national origin, disability, age (40 or older), marital status or genetic information.  <a href="https://labor.delaware.gov/divisions/industrial-affairs/discrimination/">https://labor.delaware.gov/divisions/industrial-affairs/discrimination/</a></p>
<p>Gender Identity Non-Discrimination Act of 2013 (SB 97)</p> <ul style="list-style-type: none"> <li>• Effective Date: Jun. 19, 2013</li> <li>• Summary: The bill forbids discrimination against a person on the basis of gender identity and provides for increased punishment of a person who intentionally selects the victim of a crime because of the victim’s gender identity. Prior to its passage, it has been legal to fire someone, deny them housing, or throw them out of a restaurant simply because they are transgender.</li> </ul>	<p>S.B. 97  <a href="https://legis.delaware.gov/SessionLaws/Chapter?id=16044">https://legis.delaware.gov/SessionLaws/Chapter?id=16044</a></p>	
<i>Florida</i>		
<p>Part I of Title XLIV - Florida Civil Rights Act (§§ 760.01 – 760.11).</p> <ul style="list-style-type: none"> <li>• Effective: 1992.</li> </ul>	<p>Part I of Title XLIV - Florida Civil Rights Act (§§ 760.01 – 760.11)  <a href="http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0700-0799/0760/0760PARTIContentsIndex.html">http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0700-0799/0760/0760PARTIContentsIndex.html</a></p>	<p>Florida Civil Rights Act – Title XLIV (§ 760.021) Enforcement.—            (1) The Attorney General may commence a civil action for damages, injunctive relief, civil penalties not to exceed \$10,000 per violation, and such other relief as may be appropriate under the laws of this state if the Attorney General has reasonable cause to believe that any person or group:            (a) Has engaged in a pattern or practice of discrimination as defined by the laws of this state; or            (b) Has been discriminated against as defined by the laws of this state and such discrimination raises an issue of great public interest.</p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>Florida Civil Rights Act: Public accommodation (§ 760.08)</p> <ul style="list-style-type: none"> <li>• Effective: July 1, 2015.</li> <li>• Discrimination in places of public accommodation: All persons are entitled to the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodation without discrimination or segregation on the ground of race, color, national origin, sex, pregnancy, handicap, familial status, or religion.</li> </ul>	<p>Discrimination in places of public accommodation (§ 760.08)</p> <p><a href="https://casetext.com/statute/florida-statutes/title-xliv-civil-rights/chapter-760-discrimination-in-the-treatment-of-persons-minority-representation/part-i-florida-civil-rights-act/section-76008-discrimination-in-places-of-public-accommodation">https://casetext.com/statute/florida-statutes/title-xliv-civil-rights/chapter-760-discrimination-in-the-treatment-of-persons-minority-representation/part-i-florida-civil-rights-act/section-76008-discrimination-in-places-of-public-accommodation</a></p>	<p>(2) The Attorney General may file an action under this section in the circuit court of the county where the cause of action arises or in the circuit court of the Second Judicial Circuit, in and for Leon County.</p> <p>(3) In any proceeding under this section, the respondent may request, before any responsive pleading is due, that a hearing be held no earlier than 5 days but no more than 30 days after the filing of the complaint, at which hearing the court shall determine whether the complaint on its face makes a prima facie showing that a pattern or practice of discrimination exists or that, as a result of discrimination, an issue of great public interest exists.</p> <p>(4) The prevailing party in an action brought under this section is entitled to an award of reasonable attorney’s fees and costs.</p> <p>(5) Any damages recovered under this section shall accrue to the injured party.</p>
<p>Florida Civil Rights Act: Unlawful employment practices (§ 760.10)</p> <ul style="list-style-type: none"> <li>• Amended by 2022 Fla. Laws, Ch. 72, S 1, and effective on July 1, 2022.</li> <li>• It is an unlawful employment practice for an employer: <ul style="list-style-type: none"> <li>○ To discharge or to fail or refuse to hire any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, because of such individual’s race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status.</li> <li>○ To limit, segregate, or classify employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities, or adversely affect any individual’s status as an employee, because of such individual’s race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status.</li> </ul> </li> <li>• It is an unlawful employment practice for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status or to classify or refer for employment any individual on the basis of race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status.</li> <li>• It is an unlawful employment practice for a labor organization: <ul style="list-style-type: none"> <li>○ To exclude or to expel from its membership, or otherwise to discriminate against, any individual because of race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status.</li> <li>○ To limit, segregate, or classify its membership or applicants for membership, or to classify or fail or refuse to refer for employment any individual, in any way that would deprive or tend to deprive any individual of employment opportunities, or adversely affect any individual’s status as an employee or as an applicant for employment, because of such individual’s race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status.</li> <li>○ To cause or attempt to cause an employer to discriminate against an individual in violation of this section.</li> </ul> </li> <li>• It is an unlawful employment practice for any employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or retraining, including on-the-job training programs, to discriminate against any individual because of race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status in admission to, or employment in, any program established to provide apprenticeship or other training.</li> <li>• Whenever, in order to engage in a profession, occupation, or trade, it is required that a person receive a license, certification, or other credential, become a member or an associate of any club, association, or other organization, or pass any examination, it is an unlawful employment practice for any person to discriminate against any other person seeking such license, certification, or other credential, seeking to become a member or associate of such club, association, or other organization, or seeking to take or pass such examination, because of such other person’s race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status.</li> <li>• It is an unlawful employment practice for an employer, labor organization, employment agency, or joint labor-management committee to print, or cause to be printed or published, any notice or advertisement relating to employment,</li> </ul>	<p>Unlawful employment practices (§ 760.10)</p> <p><a href="https://casetext.com/statute/florida-statutes/title-xliv-civil-rights/chapter-760-discrimination-in-the-treatment-of-persons-minority-representation/part-i-florida-civil-rights-act/section-76010-unlawful-employment-practices">https://casetext.com/statute/florida-statutes/title-xliv-civil-rights/chapter-760-discrimination-in-the-treatment-of-persons-minority-representation/part-i-florida-civil-rights-act/section-76010-unlawful-employment-practices</a></p>	<p>(2) The Attorney General may file an action under this section in the circuit court of the county where the cause of action arises or in the circuit court of the Second Judicial Circuit, in and for Leon County.</p> <p>(3) In any proceeding under this section, the respondent may request, before any responsive pleading is due, that a hearing be held no earlier than 5 days but no more than 30 days after the filing of the complaint, at which hearing the court shall determine whether the complaint on its face makes a prima facie showing that a pattern or practice of discrimination exists or that, as a result of discrimination, an issue of great public interest exists.</p> <p>(4) The prevailing party in an action brought under this section is entitled to an award of reasonable attorney’s fees and costs.</p> <p>(5) Any damages recovered under this section shall accrue to the injured party.</p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>membership, classification, referral for employment, or apprenticeship or other training, indicating any preference, limitation, specification, or discrimination, based on race, color, religion, sex, pregnancy, national origin, age, absence of handicap, or marital status.</p> <ul style="list-style-type: none"> <li>It is an unlawful employment practice for an employer, an employment agency, a joint labor-management committee, or a labor organization to discriminate against any person because that person has opposed any practice which is an unlawful employment practice under this section, or because that person has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this section.</li> <li>Subjecting any individual, as a condition of employment, membership, certification, licensing, credentialing, or passing an examination, to training, instruction, or any other required activity that espouses, promotes, advances, inculcates, or compels such individual to believe any of the following concepts constitutes discrimination based on race, color, sex, or national origin under this section: <ul style="list-style-type: none"> <li>Members of one race, color, sex, or national origin are morally superior to members of another race, color, sex, or national origin.</li> <li>An individual, by virtue of his or her race, color, sex, or national origin, is inherently racist, sexist, or oppressive, whether consciously or unconsciously.</li> <li>An individual’s moral character or status as either privileged or oppressed is necessarily determined by his or her race, color, sex, or national origin.</li> <li>Members of one race, color, sex, or national origin cannot and should not attempt to treat others without respect to race, color, sex, or national origin.</li> <li>An individual, by virtue of his or her race, color, sex, or national origin, bears responsibility for, or should be discriminated against or receive adverse treatment because of, actions committed in the past by other members of the same race, color, sex, or national origin.</li> <li>An individual, by virtue of his or her race, color, sex, or national origin, should be discriminated against or receive adverse treatment to achieve diversity, equity, or inclusion.</li> <li>An individual, by virtue of his or her race, color, sex, or national origin, bears personal responsibility for and must feel guilt, anguish, or other forms of psychological distress because of actions, in which the individual played no part, committed in the past by other members of the same race, color, sex, or national origin.</li> <li>Such virtues as merit, excellence, hard work, fairness, neutrality, objectivity, and racial colorblindness are racist or sexist, or were created by members of a particular race, color, sex, or national origin to oppress members of another race, color, sex, or national origin.</li> </ul> </li> <li>Discussion of the concepts listed above as part of a course of training or instruction are not prohibited, provided such training or instruction is given in an objective manner without endorsement of the concepts.</li> </ul>		
<p>Part II of Title XLIV - Florida Fair Housing Act (§§ 760.20-760.37)</p> <ul style="list-style-type: none"> <li>Effective Date: Current with laws, joint and concurrent resolutions and memorials through July 1, 2022, in effect from the 2022 Second Regular Session.</li> <li>Floridians are entitled by law to rent a place to live or buy a home without consideration of their race, color, national origin, sex, handicap, familial status, or religion.</li> <li>It is against the law to do any of the following based on race, color, national origin, sex, handicap, familial status, or religion: (1) refuse to rent or sell housing; (2) falsely deny that housing is available for inspection, rental or sale; (3) refuse to make a mortgage loan; (4) impose different conditions or terms on a loan; (5) threaten, coerce or intimidate any individual exercising a fair housing right; (6) refuse reasonable changes to your dwelling to accommodate a disability.</li> </ul>	<p>Part II of Title XLIV – Florida Fair Housing Act (§§ 760.20-760.37)  <a href="https://casetext.com/statute/florida-statutes/title-xliv-civil-rights/chapter-760-discrimination-in-the-treatment-of-persons-minority-representation/part-ii-fair-housing-act">https://casetext.com/statute/florida-statutes/title-xliv-civil-rights/chapter-760-discrimination-in-the-treatment-of-persons-minority-representation/part-ii-fair-housing-act</a></p>	<p>See above, Florida Civil Rights Act – Title XLIV (§ 760.021) Enforcement.</p> <p>See also, the Florida Commission on Human Relations has the authority to conduct Fair Housing discrimination investigations within the state of Florida except for the following counties and cities: City of Orlando Office of Human Relations (City of Orlando), City of Tampa Office of Human Rights, Jacksonville Human Rights Commission (Duval County), Palm Beach County Office of Equal Opportunity (Palm Beach County), and Pinellas County Office of Human Rights.</p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<i>Georgia</i>		
<p>Equal Employment - Georgia Fair Employment Practices Act of 1978 (FEPA).</p> <ul style="list-style-type: none"> <li>• Effective July 1, 1983.</li> <li>• The act prohibits public employers with 15 or more employees from engaging in discrimination on account of an individual's race, color, religion, sex, age, national origin or disability.</li> <li>• The act applies only to public employment.</li> <li>• Public employment includes state employees of departments, boards, bureaus, commissions, authorities, or other agencies that employ 15 or more employees within the state for each working day in each of 20 or more calendar weeks in the current or preceding calendar year.</li> </ul>	<p>Ga. Code Ann. tit. 45, Ch. 19, art. 2, Refs &amp; Annos  <a href="https://law.justia.com/codes/georgia/2010/title-45/chapter-19/article-2">https://law.justia.com/codes/georgia/2010/title-45/chapter-19/article-2</a>   <a href="http://ga.elaws.us/law/45-19%7C2">http://ga.elaws.us/law/45-19%7C2</a></p>	<p>Georgia Commission on Equal Opportunity enforces the Georgia Fair Employment Practices Act of 1978 and the Georgia Fair Housing Law.</p> <p>The Equal Employment Division enforces the Georgia Fair Employment Practices Act by investigating claims of unlawful discrimination made by those seeking employment within State of Georgia government or those that believe they have been discriminated against as an employee within State of Georgia government. It also provides educational programs that promote voluntary compliance with equal employment laws.</p>
<p>Housing – The Georgia Fair Housing Act.</p> <ul style="list-style-type: none"> <li>• Effective July 1, 1990.</li> <li>• The Act prohibits discrimination in housing and housing-related activities because of disability, race, sex, color, national origin, religion, or familial status.</li> <li>• Some housing practices are considered illegal if based on a home seeker's race, color, national origin, sex, religion, familial status, or disability:             <ul style="list-style-type: none"> <li>○ refusing to rent or sell a house;</li> <li>○ falsely denying that a house is available for inspection, sale, or rent;</li> <li>○ offering different terms, conditions, or privileges for certain people;</li> <li>○ intimidating, interfering with, or coercing someone to prevent them from buying or leasing a dwelling;</li> <li>○ advertising or posting notices, sale or rental, that indicate a preference, limitation, or discrimination;</li> <li>○ discriminating through financing or broker's services;</li> <li>○ "steering" of clients by real estate agents to or from certain neighborhoods and of tenants by landlords to or from certain areas of the complex.</li> </ul> </li> </ul>	<p>Ga. Code Ann. tit. 8, Ch. 3, art. 4, Refs &amp; Annos  <a href="https://law.justia.com/codes/georgia/2020/title-8/chapter-3/article-4/">https://law.justia.com/codes/georgia/2020/title-8/chapter-3/article-4/</a></p>	<p>Georgia Commission on Equal Opportunity enforces the Georgia Fair Employment Practices act of 1978 and the Georgia Fair Housing Law.</p> <p>The Fair Housing Division enforces the Georgia Fair Housing Law by investigating claims of unlawful discrimination in housing throughout the State of Georgia. In addition, the Fair Housing Division provides educational outreach and training to promote voluntary compliance with Fair Housing laws.</p>
<i>Hawaii</i>		
<p>Discrimination in employment H.R.S. Chapter 378, Part I</p> <ul style="list-style-type: none"> <li>• Prohibits discrimination in employment because of race, sex, including gender identity or expression, sexual orientation, age, religion, color, ancestry, disability, marital status, arrest and court record, or domestic or sexual violence victim status if the domestic or sexual violence victim provides notice to the victim's employer of such status or the employer has actual knowledge of such status</li> <li>• <i>Definition of "commission": Hawaii Civil Rights Commission</i></li> </ul>	<p><a href="https://www.hawaii.edu/uhwo/clear/home/HRS378.html">https://www.hawaii.edu/uhwo/clear/home/HRS378.html</a></p>	<p>Hawaii Civil Rights Commission enforces state laws prohibiting discrimination in employment (H.R.S. Chapter 378, Part I), housing (H.R.S. Chapter 515); public accommodations (H.R.S. Chapter 489), and access to state and state-funded services (H.R.S. 368-1.5) <a href="https://labor.hawaii.gov/hcrc/">https://labor.hawaii.gov/hcrc/</a></p>
<p>Discrimination in housing H.R.S. Chapter 515</p> <ul style="list-style-type: none"> <li>• Prohibits discrimination in housing practices because of race, sex, including gender identity or expression, sexual orientation, color, religion, marital status, familial status, ancestry, disability, age, or human immunodeficiency virus infection</li> </ul>	<p><a href="https://www.capitol.hawaii.gov/hrscurrent/vol12_ch0501-0588/hrs0515/hrs_0515-.htm">https://www.capitol.hawaii.gov/hrscurrent/vol12_ch0501-0588/hrs0515/hrs_0515-.htm</a></p>	
<p>Discrimination in public accommodations H.R.S. Chapter 489, Part I</p> <ul style="list-style-type: none"> <li>• Prohibits discriminatory practices that deny, or attempt to deny, a person the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of a place of public accommodation on the basis of race; sex, including gender identity or expression; sexual orientation; color; religion; ancestry; or disability, including the use of a service animal</li> </ul>	<p><a href="https://www.capitol.hawaii.gov/hrscurrent/vol11_ch0476-0490/hrs0489/hrs_0489-.htm">https://www.capitol.hawaii.gov/hrscurrent/vol11_ch0476-0490/hrs0489/hrs_0489-.htm</a></p>	



State Anti-Discrimination Law	Cites	Notes on Enforcement
Discrimination in access to state and state-funded services (H.R.S. 368-1.5) <ul style="list-style-type: none"> <li>• Effective Date: July 1, 2022</li> <li>• Prohibits practices that excludes qualified individuals from the participation in, denies them the benefits of, or subjects them to discrimination by state agencies, or under any program or activity receiving state financial assistance by reason of the individual's disability</li> </ul>	<a href="https://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0368/HRS_0368-0001_0005.htm">https://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0368/HRS_0368-0001_0005.htm</a>	
<i>Idaho</i>		
Idaho Code 67-5909 <ul style="list-style-type: none"> <li>• Prohibits act to discriminate against a person because of, or on a basis of, race, color, religion, sex or national origin, in employment, public accommodations, education, housing.</li> </ul>	<a href="https://legislature.idaho.gov/wp-content/uploads/statutesrules/idstat/Title67/T67C_H59.pdf">https://legislature.idaho.gov/wp-content/uploads/statutesrules/idstat/Title67/T67C_H59.pdf</a>	Idaho Commission on Human Rights Scope: employment, education, real estate transactions and public accommodations. <a href="https://humanrights.idaho.gov/idaho-law/overview/">https://humanrights.idaho.gov/idaho-law/overview/</a>
Idaho Code 67-5909A <ul style="list-style-type: none"> <li>• Prohibits the state from discriminating against, or granting preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment or public education.</li> </ul>	<a href="https://legislature.idaho.gov/wp-content/uploads/statutesrules/idstat/Title67/T67C_H59.pdf">https://legislature.idaho.gov/wp-content/uploads/statutesrules/idstat/Title67/T67C_H59.pdf</a>	
<i>Illinois</i>		
Illinois Human Rights Act <ul style="list-style-type: none"> <li>• Enacted in 1979.</li> <li>• Illinois' anti-discrimination law.</li> <li>• Prohibits discrimination in education, employment, access to financial credit, public accommodations, and real estate transactions against individuals based on age (40+), ancestry, arrest record, citizenship status, color, conviction record, disability (physical and mental), familial status (re: real estate transactions), gender identity, marital status, military status, national origin, orders of protection, pregnancy, race, religion, retaliation, sex, sexual harassment, sexual orientation, or unfavorable military discharge.</li> </ul>	ILCS Ch. 775, ACT 5. Illinois Human Rights Act <a href="https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2266&amp;ChapterID=64">https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2266&amp;ChapterID=64</a>	Illinois Department of Human Rights is the state agency that is responsible for enforcing the Illinois Human Rights Act. Duties include issuing, receiving, investigating, conciliating, settling, and dismissing charges filed. <a href="https://www2.illinois.gov/dhr/Pages/default.aspx">https://www2.illinois.gov/dhr/Pages/default.aspx</a> See 775 Ill. Comp. Stat. Ann. 5/7-101(B). <a href="https://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=077500050K7-101">https://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=077500050K7-101</a>  Illinois Human Rights Commission is the state agency responsible for reviewing and adjudicating discrimination complaints under the Illinois Human Rights Act. 775 Ill. Comp. Stat. Ann. 5/8-102. <a href="https://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=077500050K8-102">https://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=077500050K8-102</a>  Human Rights Act also provides: <ul style="list-style-type: none"> <li>• “[a] political subdivision, or two or more political subdivisions acting jointly, <i>may create a local department or commission as it or they see fit to promote the purposes of this Act</i> and to secure for all individuals within the jurisdiction of the political subdivision or subdivisions freedom from unlawful discrimination, sexual harassment in employment and sexual harassment in elementary, secondary, and higher education.” 775 Ill. Comp. Stat. Ann. 5/7-108(A) (emphasis added). <a href="https://www.ilga.gov/legislation/ilcs/documents/077500050K7-108.htm">https://www.ilga.gov/legislation/ilcs/documents/077500050K7-108.htm</a></li> <li>• “a local department or commission” with “concurrent jurisdiction over a complaint” with the Department of Human Rights. 775 Ill. Comp. Stat. Ann. 5/7-108(B).  <a href="https://www.ilga.gov/legislation/ilcs/documents/077500050K7-108.htm">https://www.ilga.gov/legislation/ilcs/documents/077500050K7-108.htm</a></li> </ul>
Illinois Hate Crimes Act <ul style="list-style-type: none"> <li>• Enacted in 1990.</li> <li>• Establishes criminal and civil liability for crimes motivated by a person's actual or perceived race, color, creed, religion, ancestry, gender, sexual orientation, physical or mental disability, citizenship, immigration status, or national origin.</li> <li>• Act covers crimes committed by corporations. <i>See McCaleb v. Pizza Hut of Am., Inc.</i>, 28 F. Supp. 2d 1043, 1049 (N.D. Ill. 1998) (“When the word ‘person’ is used in a statute, it is construed as applying to corporations and bodies politic as well unless the context, language, or legislative history indicates otherwise.”)</li> </ul>	720 Ill. Comp. Stat. Ann. 5/12-7.1 <a href="https://www.ilga.gov/legislation/ilcs/documents/072000050k12-7.1.htm">https://www.ilga.gov/legislation/ilcs/documents/072000050k12-7.1.htm</a>	Illinois Hate Crimes Act is enforced through the following: <ul style="list-style-type: none"> <li>• Law enforcement/criminal prosecution. 720 Ill. Comp. Stat. Ann. 5/12-7.1(b)-(b-5).</li> <li>• Person alleging injury, damage to their property, intimidation, stalking, disorderly conduct, or harassment as a result of a hate crime may bring a civil action. 720 Ill. Comp. Stat. Ann. 5/12-7.1 (c).</li> </ul> Illinois Attorney General, after consulting with the local State's Attorney, may bring a civil action. <i>Id.</i>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<i>Indiana</i>		
<p>Indiana Civil Rights (IC 22-9-1)</p> <ul style="list-style-type: none"> <li>Declares as public policy to provide equal opportunity for education, employment, access to public conveniences and accommodations, and acquisition through purchase or rental of real property, including but not limited to housing, and to eliminate segregation or separation based solely on race, religion, color, sex, disability, national origin or ancestry, since such segregation is an impediment to equal opportunity</li> </ul>	<p><a href="https://www.in.gov/icrc/about-icrc/indiana-civil-rights-laws-and-regulations/">https://www.in.gov/icrc/about-icrc/indiana-civil-rights-laws-and-regulations/</a></p>	<p>Indiana Civil Rights Commission</p> <p>Scope: Employment, Real Estate, Public Accommodations, Credit and Education, etc.</p> <p><a href="https://www.in.gov/icrc/">https://www.in.gov/icrc/</a></p>
<i>Iowa</i>		
<p>Iowa Code Chapter 216</p> <ul style="list-style-type: none"> <li>Prohibits discrimination in the areas of employment, housing, credit, public accommodations and education based on race, color, creed, national origin, religion, sex, sexual orientation, gender identity, pregnancy, physical disability, mental disability, retaliation (because of filing a previous discrimination complaint, participating in an investigation of a discrimination complaint, or having opposed discriminatory conduct), age (in employment and credit), familial status (in housing and credit) or marital status (in credit).</li> </ul>	<p><a href="https://www.legis.iowa.gov/DOCS/ACO/IC/LIN/C/Chapter.216.pdf">https://www.legis.iowa.gov/DOCS/ACO/IC/LIN/C/Chapter.216.pdf</a></p>	<p>Iowa Civil Rights Commission</p> <p>Scope: employment, housing, credit, public accommodations and education</p> <p><a href="https://icrc.iowa.gov/about-us#:~:text=The%20%22Iowa%20Civil%20Rights%20Act%20of%201965%22%20prohibits%20discrimination%20in,credit%2C%20public%20accommodations%20and%20education">https://icrc.iowa.gov/about-us#:~:text=The%20%22Iowa%20Civil%20Rights%20Act%20of%201965%22%20prohibits%20discrimination%20in,credit%2C%20public%20accommodations%20and%20education</a></p>
<i>Kansas</i>		
<p>Kansas Act Against Discrimination (Chapter 44, Article 10)</p> <ul style="list-style-type: none"> <li>Declares to be the policy of the state of Kansas to eliminate and prevent discrimination in all employment relations, to eliminate and prevent discrimination, segregation, or separation in all places of public accommodations, and to eliminate and prevent discrimination, segregation or separation in housing.</li> </ul>	<p><a href="http://www.khrc.net/KHRCStatuteBookUpdatedEffective07-2009.pdf">http://www.khrc.net/KHRCStatuteBookUpdatedEffective07-2009.pdf</a></p>	<p>Kansas Human Rights Commission</p> <p>Scope: employment, public accommodations, housing</p> <p><a href="http://www.khrc.net/main.html">http://www.khrc.net/main.html</a></p>
<i>Kentucky</i>		
<p>Kentucky Civil Rights Act</p> <ul style="list-style-type: none"> <li>Law enacted to meet the requirements of Federal Civil Rights Act of 1964. As amended, it also prohibits housing discrimination, employment discrimination because of sex, and discrimination based on age between 40-65.</li> </ul>	<p>Ky. Rev. Stat. §§ 344.010-990</p> <p><a href="https://apps.legislature.ky.gov/law/statutes/chapter.aspx?id=38920">https://apps.legislature.ky.gov/law/statutes/chapter.aspx?id=38920</a></p>	<p>Kentucky Commission on Human Rights is mandated by the KCRA to “safeguard all individuals within the state from discrimination because of familial status, race, color, religion, national origin, sex, age 40 and over, or because of the person's status as a qualified individual with a disability as defined in KRS 344.010 and KRS 344.030.”</p> <p><a href="https://kchr.ky.gov/About/Pages/default.aspx">https://kchr.ky.gov/About/Pages/default.aspx</a></p>
<p>Kentucky Equal Opportunities Act</p> <ul style="list-style-type: none"> <li>Effective as amended: July 1, 2022; originally enacted 1976</li> <li>Summary: Law enacted to prohibit employment discrimination. Includes provisions preventing discrimination on the basis of HIV positive status. Empowers the Kentucky Department of Workplace Standards.</li> </ul>	<p>Ky. Rev. Stat. §§ 207.130-230</p> <p><a href="https://apps.legislature.ky.gov/law/statutes/chapter.aspx?id=38141">https://apps.legislature.ky.gov/law/statutes/chapter.aspx?id=38141</a></p>	<p>Kentucky Department of Workplace Standards is authorized under the Equal Opportunities Act to enforce the employment provisions under the Act, “in conjunction with the State Attorney General’s office and the state and local courts,” per KRS § 207.200</p> <p><a href="https://labor.ky.gov/standards/Pages/default.aspx">https://labor.ky.gov/standards/Pages/default.aspx</a></p>
		<p>Louisville Human Relations Commission seeks to bridge the many ethnic, racial, and religious groups in Louisville Metro through a combination of civil law enforcement and education &amp; outreach. It monitors contract compliance for entities doing business with Louisville Metro Government and certifies disadvantage businesses as Minority Owned, Woman Owned, Disabled Owned, Service-Disabled Veteran Owned, and LGBT Owned. It reports having legally-chartered responsibilities to enforce anti-discrimination laws in Louisville Metro/Jefferson County, Kentucky since 1962.</p> <p><a href="https://louisvilleky.gov/government/human-relations-commission/about-us">https://louisvilleky.gov/government/human-relations-commission/about-us</a></p> <p><a href="#">Lexington</a>, <a href="#">Bowling Green</a>, and <a href="#">Owensboro</a> also have human rights commissions.</p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<i>Louisiana</i>		
<p>Civil Rights Act for Persons with Disabilities</p> <ul style="list-style-type: none"> <li>• Effective as amended: June 23, 2014; originally enacted 1980</li> <li>• Summary: Law enacted to prohibit discrimination on the basis of disability, including housing, education, other real estate, and public services discrimination.</li> </ul>	<p>La. Rev. Stat. §§ 46:2251-2255  <a href="https://www.legis.la.gov/legis/Law.aspx?d=100576">https://www.legis.la.gov/legis/Law.aspx?d=100576</a></p>	<p>Louisiana Commission on Human Rights                      The role of the Louisiana Commission on Human Rights (LCHR) is to enforce specific laws pertaining to discriminatory practices in the state of Louisiana. To accomplish this purpose, the Commission uses distinct procedures for intake, investigation, mediation and determination to process official complaints of discrimination.  <a href="https://www.gov.louisiana.gov/page/lchr">https://www.gov.louisiana.gov/page/lchr</a></p>
<p>Louisiana Equal Housing Opportunity Act</p> <ul style="list-style-type: none"> <li>• Effective as amended: July 23, 2014 (originally enacted 1991)</li> <li>• Summary: Law enacted prohibiting housing discrimination on the basis of sex, religion, color, race, national origin, familial status, or disability.</li> <li>• * Note that Louisiana recently enacted a bill adding natural or cultural hairstyles to the list of characteristics protected from discrimination; those provisions are effective August 1, 2022.</li> </ul>	<p>La. Rev. Stat. §§ 51:2601-2614  <a href="https://www.lawserver.com/law/state/louisiana/laws/louisiana_revised_statutes_title_51_chapter_43">https://www.lawserver.com/law/state/louisiana/laws/louisiana_revised_statutes_title_51_chapter_43</a></p>	<p>See also:                       New Orleans Human Relations Commission                      The Human Relations Commission was created in the early 1990s in New Orleans. Because it was not put in the City’s Home Rule Charter, it does not have the powers granted by the state to local human rights commissions. Today, it is only able to provide information and referrals. On November 16, 2019, New Orleans residents voted overwhelmingly to add a human rights commission to the City’s Home Rule Charter. Once established, the Commission will work to safeguard residents and visitors from unlawful discrimination within the City of New Orleans.  <a href="https://www.nola.gov/office-of-human-rights-and-equity/human-relations-commission/">https://www.nola.gov/office-of-human-rights-and-equity/human-relations-commission/</a></p>
<p>Louisiana Employment Discrimination Law</p> <ul style="list-style-type: none"> <li>• Effective as amended: January 1, 2009 (originally enacted 1997)</li> <li>• Summary: In 1997, the Louisiana Legislature passed the Louisiana Employment Discrimination Law, La. R.S. 23:301, et seq., “LEDL.” Prior to 1997, Louisiana’s various discrimination statutes were non-uniform and scattered throughout the revised statutes. The LEDL repealed and reenacted many of Louisiana’s employment discrimination statutes as part of a single, comprehensive piece of legislation found in one Title of the Revised Statutes.</li> </ul>	<p>La. Rev. Stat. §§ 23:301-372  <a href="https://www.legis.la.gov/Legis/Law.aspx?d=83884">https://www.legis.la.gov/Legis/Law.aspx?d=83884</a></p>	<p>Shreveport Human Relations Commission                      The Shreveport Human Relations Commission (HRC) is the educational and enforcement arm of the City of Shreveport’s Human Relations ordinances. The HRC works to ensure that Shreveport is a City that does not discriminate but promotes equal human rights. The HRC has citywide authority under Chapter 39 of the City’s Code of Ordinances to handle complaints from anyone who believes they have been discriminated against in the City of Shreveport.  <a href="https://www.shreveportla.gov/1522/Human-Relations-Commission">https://www.shreveportla.gov/1522/Human-Relations-Commission</a></p>
<p>LA Rev Stat § 51:2231 (Establishing the Louisiana Commission on Human Rights)</p> <ul style="list-style-type: none"> <li>• Effective as amended: August 1, 2014 (originally enacted 1988)</li> <li>• Summary: Law enacted establishing the Louisiana Commission on Human Rights and execute within Louisiana the policies established by the Federal Civil Rights Acts.</li> <li>• La. Rev. Stat. § 51:2236: “A. Parishes and municipalities may adopt and enforce ordinances, orders, and resolutions prohibiting all forms of discrimination, including discrimination on the basis of race, creed, color, religion, national origin, sex, disability, or age, and to prescribe penalties for violations thereof, such penalties being in addition to the remedial orders and enforcement herein authorized. B. Parishes and municipalities may adopt and enforce ordinances, orders, and resolutions prohibiting discrimination, but no ordinance, order, or resolution shall attempt to exempt more transactions from its coverage than are exempted by R.S. 51:2250.”</li> <li>• § 51:2237: “Any parish or municipality, or one or more parishes and municipalities acting jointly, may create a human rights commission, hereinafter referred to as a “local commission”: (1) To provide for execution within its jurisdiction of the policies embodied in this Chapter, Chapter 3-A of Title 23 of the Louisiana Revised Statutes of 1950, and the Federal Civil Rights Act of 1964 (78 Stat. 241).1 (2) To safeguard all individuals within its jurisdiction from discrimination because of race, creed, color, religion, national origin, sex, disability, or age.”</li> </ul>	<p>La. Rev. Stat. §§ 51:2231-2265  <a href="https://www.wcfprd.doa.louisiana.gov/boardsAndCommissions/StatutoryCitations/435_LRS%2051-2231%20et%20seq.pdf">https://www.wcfprd.doa.louisiana.gov/boardsAndCommissions/StatutoryCitations/435_LRS%2051-2231%20et%20seq.pdf</a>   <a href="https://law.justia.com/codes/louisiana/2021/revised-statutes/title-51/rs-2231/">https://law.justia.com/codes/louisiana/2021/revised-statutes/title-51/rs-2231/</a></p>	
<i>Maine</i>		
<p>Maine Human Rights Act</p> <ul style="list-style-type: none"> <li>• Effective as amended: August 8, 2022 (originally enacted 1971)</li> <li>• Maine’s anti-discrimination law. It prohibits discrimination on the basis of protected class in employment, housing, places of public accommodation, education, and extension of credit. Protected classes include: race, color, ancestry, national origin, sex, sexual orientation (which includes gender identity and expression), physical or mental disability, religion, age, and other categories in certain contexts. The MHRA also prohibits retaliation for asserting MHRA-protected rights.</li> </ul>	<p>Me. Stat. Tit. 5, §§ 4551-4634  <a href="https://www.mainelegislature.org/legis/statutes/5/title5ch337sec0.html">https://www.mainelegislature.org/legis/statutes/5/title5ch337sec0.html</a></p>	<p>The Maine Human Rights Commission enforces Maine’s anti-discrimination laws. The Commission is a quasi-independent state agency State agency that was established in 1971. The Commission’s purpose is “to keep continually in review all practices infringing on the basic human right to a life with dignity, and the causes of these practices, so that corrective measures may, where possible, be promptly recommended and implemented”. The Commission attempts to resolve complaints discrimination to the mutual satisfaction of those who are involved, interprets the MHRA, provides guidance, and enforces the MHRA in the public interest.  <a href="https://www.maine.gov/mhrc/about">https://www.maine.gov/mhrc/about</a></p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>Maine Civil Rights Act</p> <ul style="list-style-type: none"> <li>• Effective as amended: August 8, 2022 (originally enacted 1991)</li> <li>• Adds enforcement power to the Attorney General to pursue civil restraining orders against persons who commit violence, threats of violence, or property damage motivated by bias.</li> </ul>	<p>Me. Stat. Tit. 5, §§ 4681-4685  <a href="https://mainelegislature.org/legis/statutes/5/title5c/h337-Bsec0.html">https://mainelegislature.org/legis/statutes/5/title5c/h337-Bsec0.html</a></p>	<p>On September 29, 2020, the South Portland City Council passed Ordinance #3-20/21 enacting the Human Rights Commission. The South Portland Human Rights Commission provides support for the people of South Portland, specifically marginalized groups, in order to build community; provide education and training; celebrate diversity and inclusion; increase community engagement; and review policies and provide policy recommendations to the City Council and the City Manager. The HRC annually provides input and feedback on the proposed City budget.  <a href="https://www.southportland.org/our-city/board-and-committees/human-rights-commission/">https://www.southportland.org/our-city/board-and-committees/human-rights-commission/</a></p>
<i>Maryland</i>		
<p>Maryland Human Relations Act</p> <ul style="list-style-type: none"> <li>• Effective as amended: October 1, 2020</li> <li>• Prohibits discrimination in employment, housing, and access to public accommodations.</li> </ul>	<p>Md. Code, State Gov't § 20-101 through 1203  <a href="https://law.justia.com/codes/maryland/2021/state-government/title-20/">https://law.justia.com/codes/maryland/2021/state-government/title-20/</a></p>	<p>Maryland Commission on Human Relations                      The Commission seeks to eliminate discrimination based on race, color, ancestry or national origin, religion, sex, marital or familial status, sexual orientation, genetic information, physical or mental disability, and age. Maryland anti-discrimination statutes for housing, employment, and public accommodations are administered and enforced by the Commission. It also initiates and investigates complaints of discrimination in State government agencies and enforces the State's commercial nondiscrimination policy.  <a href="https://mccr.maryland.gov/Pages/About-MCCR.aspx">https://mccr.maryland.gov/Pages/About-MCCR.aspx</a></p> <p>See also:</p> <p>The Montgomery County Office of Human Rights  <a href="https://www.montgomerycountymd.gov/humanrights/about/who.html">https://www.montgomerycountymd.gov/humanrights/about/who.html</a></p> <p>Prince George's County Office of Human Rights &amp; Human Rights Commission  <a href="https://www.princegeorgescountymd.gov/1528/Human-Rights">https://www.princegeorgescountymd.gov/1528/Human-Rights</a></p> <p>Howard County Office of Human Rights and Equity  <a href="https://www.howardcountymd.gov/OHRE">https://www.howardcountymd.gov/OHRE</a></p> <p>Baltimore County Human Relations Commission (HRC)  <a href="https://www.baltimorecountymd.gov/boards-commissions/human-relations-commission">https://www.baltimorecountymd.gov/boards-commissions/human-relations-commission</a></p>
<i>Massachusetts</i>		
<p>Massachusetts General Laws Ch. 151B §§1, et seq. (General Civil Rights/Anti-Discrimination Provisions)</p> <ul style="list-style-type: none"> <li>• Effective as amended: Sept. 24, 2014 (originally enacted 1946)</li> <li>• Mass. Gen. Laws Ch. 151B §§1, et seq. serve as the general civil rights statute in Massachusetts, prohibiting employer, housing, and credit discrimination.</li> </ul>	<p>Mass. Gen. Laws Ch. 151B §§1-10  <a href="https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter151B">https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter151B</a></p>	<p>There are numerous human rights/civil rights commissions on the state and local level, including:</p> <p>Massachusetts Commission Against Discrimination (MCAD)                      The MCAD is the independent state agency that enforces the Massachusetts anti-discrimination laws by investigating Discrimination Complaints to determine if the case may proceed to conciliation or a public hearing at the Commission. The MCAD also offers remedial and preventative training, and publishes resources online such as model policies, posters, and guides.  <a href="https://www.mass.gov/orgs/massachusetts-commission-against-discrimination">https://www.mass.gov/orgs/massachusetts-commission-against-discrimination</a></p> <p>Local Human Rights Commissions in <a href="#">Boston</a>, <a href="#">Cambridge</a>, <a href="#">Somerville</a>, <a href="#">Brookline</a>, <a href="#">Framingham</a>, <a href="#">Worcester</a>, <a href="#">Pittsfield</a>, <a href="#">New Bedford</a>, <a href="#">Malden</a>, <a href="#">Melrose</a>, etc.</p>
<i>Michigan</i>		
<p>Elliott-Larsen Civil Rights Act</p> <ul style="list-style-type: none"> <li>• Effective since 1976</li> <li>• Covers employment rights, educational civil rights, fair housing, etc. and specifically includes in multiple locations references to prohibiting race-based discrimination.</li> </ul>	<p><a href="https://legislature.mi.gov/doc.aspx/mcl-a-37-2101">M.C.L.A. 37.2101</a></p>	<p>Michigan Department of Civil Rights hands reports of civil rights violations in many areas including complaints as well as formal lawsuits. <a href="https://www.michigan.gov/mdcr/civil-rights-law">https://www.michigan.gov/mdcr/civil-rights-law</a></p>



State Anti-Discrimination Law	Cites	Notes on Enforcement
<i>Minnesota</i>		
<p>Minnesota Human Rights Act</p> <ul style="list-style-type: none"> <li>• Effective since 1967</li> <li>• This law contains prohibitions against discrimination in employment, housing, public accommodations, education etc. on the basis of race, religion, disability, sex, national origin, age, gender identity etc.</li> </ul>	<p><a href="#">Minn. Stat. Ann. § 363A.03</a></p>	<p>Minnesota Department of Human Rights is responsible for enforcing the state’s civil rights provisions (specifically the MHRA). <a href="https://mn.gov/mdhr/">https://mn.gov/mdhr/</a></p>
<i>Mississippi</i>		
<p>Mississippi Home Corporation Act: Miss. Code. Ann. § 43-33-723</p> <ul style="list-style-type: none"> <li>• Effective since 1989</li> <li>• Prohibits discrimination against race, religious principles, color, sex, national origin etc. in connection to housing and loans.</li> </ul>	<p><a href="#">Miss. Code. Ann. § 43-33-723</a></p>	<p>N/A</p>
<p>Public Offers and Employees; Public Records; Statewide Personnel System: Miss. Code. Ann. § 25-9-149</p> <ul style="list-style-type: none"> <li>• Effective since 1984</li> <li>• Prohibits discrimination in hiring/employment in state positions based on race, color, religion, sex, national origin, age or handicap.</li> </ul>	<p><a href="#">Miss. Code. Ann. § 25-9-149</a></p>	
<i>Missouri</i>		
<p>Missouri Human Rights Act</p> <ul style="list-style-type: none"> <li>• Effective August 28, 2017.</li> <li>• Prohibits discrimination in housing, employment, and places of public accommodations based on race, color, religion, national origin, ancestry, sex, disability, age (in employment only) and familial status (in housing only).</li> </ul>	<p><a href="#">Mo. Ann. Stat. § 213.010-213.135</a></p>	<p>Missouri Commission on Human Rights is charged to prevent and eliminate discrimination and to provide fair and timely resolutions of discrimination claims by enforcing the MHRA. They investigate discrimination under the MHRA. <a href="https://labor.mo.gov/mohumanrights">https://labor.mo.gov/mohumanrights</a></p>
<i>Montana</i>		
<p>Montana Civil Rights Act</p> <ul style="list-style-type: none"> <li>• Prohibits discrimination on the basis of race, creed, religion, color, sex, physical or mental disability, age, or national origin especially in employment and in public spaces.</li> </ul>	<p><a href="#">Mont. Code Ann. § 49.</a></p>	<p>Montana Human Rights Bureau is charged with enforcing both state and federal laws that prohibit unlawful discrimination, specifically focused on employment. <a href="https://erd.dli.mt.gov/human-rights/">https://erd.dli.mt.gov/human-rights/</a></p>
<i>Nebraska</i>		
<p>Nebraska Fair Employment Practice Act</p> <ul style="list-style-type: none"> <li>• It is the policy of this state to foster the employment of all employable persons in the state on the basis of merit regardless of their race, color, religion, sex, disability, or national origin and to safeguard their right to obtain and hold employment without discrimination because of their race, color, religion, sex, disability, or national origin.</li> </ul>	<p>NE ST § 48-1101 to 48-1126 <a href="https://neoc.nebraska.gov/laws/pdf/NebraskaFairEmploymentAct.pdf">https://neoc.nebraska.gov/laws/pdf/NebraskaFairEmploymentAct.pdf</a></p>	<p>Established in 1965, the Nebraska Equal Opportunity Commission (NEOC) is authorized by statute to receive, investigate, and pass upon charges of unlawful discrimination in employment, housing and public accommodations, on the basis of race, color, religion, national origin, sex, age, disability, marital status, or familial status. <a href="https://neoc.nebraska.gov/laws/laws.html">https://neoc.nebraska.gov/laws/laws.html</a></p> <p>See also:</p>
<p>Nebraska Fair Housing Act</p> <ul style="list-style-type: none"> <li>• Effective Date: September 6, 1991</li> <li>• 20-318. Unlawful acts enumerated. Except as exempted by section 20-322, it shall be unlawful to: (1) Refuse to sell or rent after the making of a bona fide offer, refuse to negotiate for the sale or rental of or otherwise make unavailable or deny, refuse to show, or refuse to receive and transmit an offer for a dwelling to any person because of race, color, religion, national origin, disability, familial status, or sex; (2) Discriminate against any person in the terms, conditions, or privileges of sale or rental</li> </ul>	<p>NE ST § 20-301 to 20-344 <a href="https://neoc.nebraska.gov/laws/pdf/NebraskaFairHousingAct.pdf">https://neoc.nebraska.gov/laws/pdf/NebraskaFairHousingAct.pdf</a></p>	<p>The Omaha Human Relations Department enforces the Human Rights Act. The act prohibits discrimination against individuals on the basis of marital status or age, in addition to the federally protected classes, in the areas of employment, real property, and public accommodations. Omaha has had an open housing ordinance since 1969. <a href="https://humanrights.cityofomaha.org/">https://humanrights.cityofomaha.org/</a></p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>of a dwelling or in the provision of services or facilities in connection therewith because of race, color, religion, national origin, disability, familial status, or sex; (3) Make, print, publish, or cause to be made, printed, or published any notice, statement, or advertisement with respect to the sale or rental of a dwelling that indicates any preference, limitation, or discrimination based on race, color, religion, national origin, disability, familial status, or sex or an intention to make any such preference, limitation, or discrimination; (4) Represent to any person because of race, color, religion, national origin, disability, familial status, or sex that any dwelling is not available for inspection, sale, or rental when such dwelling is in fact so available; (5) Cause to be made any written or oral inquiry or record concerning the race, color, religion, national origin, disability, familial status, or sex of a person seeking to purchase, rent, or lease any housing; (6) Include in any transfer, sale, rental, or lease of housing any restrictive covenants or honor or exercise or attempt to honor or exercise any restrictive covenant pertaining to housing; (7) Discharge or demote an employee or agent or discriminate in the compensation of such employee or agent because of such employee's or agent's compliance with the Nebraska Fair Housing Act; and (8) Induce or attempt to induce, for profit, any person to sell or rent any dwelling by representations regarding the entry or prospective entry into the neighborhood of a person or persons of a particular race, color, religion, national origin, disability, familial status, or sex.</p>		<p>The Lincoln Commission on Human Rights investigates complaints of alleged employment, housing, and public accommodations discrimination. <a href="https://www.lincoln.ne.gov/City/Departments/City-Attorneys-Office/LCHR">https://www.lincoln.ne.gov/City/Departments/City-Attorneys-Office/LCHR</a></p>
<p>Act Providing Equal Enjoyment of Public Accommodations</p> <ul style="list-style-type: none"> <li>• Effective Date: September 2, 1982</li> <li>• 20-139. (1) Seek to eliminate and prevent discrimination in places of public accommodation because of race, color, sex, religion, national origin, familial status as defined in section 20-311, disability as defined in section 20-308.01 or ancestry.</li> </ul>	<p>NE ST § 20-132 to 20-143  <a href="https://neoc.nebraska.gov/laws/pdf/ActProvidingEqualEnjoymentofPublicAccommodations.pdf">https://neoc.nebraska.gov/laws/pdf/ActProvidingEqualEnjoymentofPublicAccommodations.pdf</a></p>	
<p>Nebraska Age Discrimination in Employment Act and Equal Pay Act of Nebraska do not involve discrimination on the basis of race</p>		
<i>Nevada</i>		
<p>Nevada Fair Employment Practices Act (NRS 613)</p> <ul style="list-style-type: none"> <li>• 613-330. 1. it is an unlawful employment practice for an employer: (a) To fail or refuse to hire or to discharge any person, or otherwise to discriminate against any person with respect to the person's compensation, terms, conditions or privileges of employment, because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, age, disability or national origin</li> </ul>	<p>NRS 613  <a href="https://www.leg.state.nv.us/nrs/nrs-613.html">https://www.leg.state.nv.us/nrs/nrs-613.html</a></p>	<p>The Nevada Equal Rights Commission is charged with the enforcement of employment, housing and public accommodations, state and federal discrimination laws, under NRS 233 and 613 inclusive; Title VII of the Civil Rights Act of 1964, as amended; Age Discrimination in Employment Act of 1967, as amended; and Equal Employment Opportunity Commission procedural regulations; housing NRS 118 and Public Announcement NRS 651. <a href="https://detr.nv.gov/NERC">https://detr.nv.gov/NERC</a></p>
<p>Nevada Equal Rights Commission (Public Policy) (NRS 233)</p> <ul style="list-style-type: none"> <li>• 233-010. 1. It is hereby declared to be the public policy of the State of Nevada to protect the welfare, prosperity, health and peace of all the people of the State, and to foster the right of all persons reasonably to seek and obtain housing accommodations without discrimination, distinction or restriction because of race, religious creed, color, age, sex, disability, sexual orientation, gender identity or expression, national origin or ancestry.</li> </ul>	<p>NRS 233  <a href="https://www.leg.state.nv.us/nrs/nrs-233.html">https://www.leg.state.nv.us/nrs/nrs-233.html</a></p>	
<p>Equal Enjoyment of Places of Public Accommodation (NRS 651)</p> <ul style="list-style-type: none"> <li>• 651-070. All persons are entitled to the full and equal enjoyment of the goods, services, facilities, privileges, advantages and accommodations of any place of public accommodation, without discrimination or segregation on the ground of race, color, religion, national origin, disability, sexual orientation, sex, gender identity or expression.</li> </ul>	<p>NRS 651  <a href="https://www.leg.state.nv.us/nrs/nrs-651.html">https://www.leg.state.nv.us/nrs/nrs-651.html</a></p>	

State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>Discrimination in Housing (NRS 118)</p> <ul style="list-style-type: none"> <li>118-100. A person shall not, because of race, religious creed, color, national origin, disability, sexual orientation, gender identity or expression, ancestry, familial status or sex:               <ul style="list-style-type: none"> <li>1. Refuse to sell or rent or refuse to negotiate for the sale or rental of, or otherwise make unavailable or deny, a dwelling to any person.</li> <li>2. Discriminate against any person in the terms, conditions or privileges of sale or rental of a dwelling, including the amount of breakage or brokerage fees, deposits or other undue penalties, or in the provision of services or facilities in connection therewith.</li> </ul> </li> </ul>	<p>NRS 118  <a href="https://www.leg.state.nv.us/nrs/nrs-118.html">https://www.leg.state.nv.us/nrs/nrs-118.html</a></p>	
<i>New Hampshire</i>		
<p>New Hampshire Law Against Discrimination</p> <ul style="list-style-type: none"> <li>354-A:1. The general court hereby finds and declares that practices of discrimination against any of its inhabitants because of age, sex, gender identity, race, creed, color, marital status, familial status, physical or mental disability or national origin are a matter of state concern, that such discrimination not only threatens the rights and proper privileges of its inhabitants but menaces the institutions and foundation of a free democratic state and threatens the peace, order, health, safety and general welfare of the state and its inhabitants. A state agency is hereby created with power to eliminate and prevent discrimination in employment, in places of public accommodation and in housing accommodations because of age, sex, gender identity, race, creed, color, marital status, familial status, physical or mental disability or national origin as herein provided; and the commission established hereunder is hereby given general jurisdiction and power for such purposes.</li> </ul>	<p>NH Code Chapter 354-A  <a href="http://gencourt.state.nh.us/rsa/html/XXXI/354-A/354-A-mrg.htm">http://gencourt.state.nh.us/rsa/html/XXXI/354-A/354-A-mrg.htm</a></p>	<p>The New Hampshire Commission for Human Rights is a state agency established by RSA 354-A for the purpose of eliminating discrimination in employment, public accommodations and the sale or rental of housing or commercial property, because of age, sex, sexual orientation, race, creed, color, marital status, familial status, physical or mental disability or national origin. The commission has the power to receive, investigate and pass upon complaints of illegal discrimination and to engage in research and education designed to promote good will and prevent discrimination. <a href="https://www.nh.gov/hrc/">https://www.nh.gov/hrc/</a></p>
<p>New Hampshire Civil Rights Act</p> <ul style="list-style-type: none"> <li>354-B1. All persons have the right to engage in lawful activities and to exercise and enjoy the rights secured by the United States and New Hampshire Constitutions and the laws of the United States and New Hampshire without being subject to actual or threatened physical force or violence against them or any other person or by actual or threatened damage to or trespass on property when such actual or threatened conduct is motivated by race, color, religion, national origin, ancestry, sexual orientation, sex, gender identity, or disability.</li> </ul>	<p>NH Code Chapter 354-B  <a href="https://www.gencourt.state.nh.us/rsa/html/XXXI/354-B/354-B-mrg.htm">https://www.gencourt.state.nh.us/rsa/html/XXXI/354-B/354-B-mrg.htm</a></p>	
<i>New Jersey</i>		
<p>New Jersey Law Against Discrimination (LAD)</p> <ul style="list-style-type: none"> <li>April 16, 1945</li> <li>10:5-3 The Legislature finds and declares that practices of discrimination against any of its inhabitants, because of race, creed, color, national origin, ancestry, age, sex, gender identity or expression, affectional or sexual orientation, marital status, familial status, liability for service in the Armed Forces of the United States, disability or nationality, are matters of concern to the government of the State, and that such discrimination threatens not only the rights and proper privileges of the inhabitants of the State but menaces the institutions and foundation of a free democratic State; provided, however, that nothing in this expression of policy prevents the making of legitimate distinctions between citizens and aliens when required by federal law or otherwise necessary to promote the national interest.</li> </ul>	<p>N.J.S.A. 10:5-1 et seq.  <a href="https://www.nj.gov/oag/dcr/downloads/NJ-Law-Against-Discrimination-Most-Updated.pdf">https://www.nj.gov/oag/dcr/downloads/NJ-Law-Against-Discrimination-Most-Updated.pdf</a></p>	<p>The New Jersey Division on Civil Rights (DCR) is the state agency charged with enforcing New Jersey’s civil rights laws, including the New Jersey Law Against Discrimination (LAD), the New Jersey Family Leave Act (NJFLA), and the Fair Chance in Housing Act (FCHA) effective January 1, 2022. The mission of DCR is to protect the people of New Jersey from discrimination and bias-based harassment in employment, housing, and public accommodations. <a href="https://www.njoag.gov/about/divisions-and-offices/division-on-civil-rights-home/">https://www.njoag.gov/about/divisions-and-offices/division-on-civil-rights-home/</a></p> <p>The Law Against Discrimination (LAD) created the New Jersey Civil Rights Commission to “consult with and advise the Attorney General with respect to the work” of the Division on Civil Rights. The LAD states that the Commission shall “report to the Governor and the Legislature with respect to such matters relating to the work of the [DCR] and at such times as it may deem in the public interest.” The Commission is comprised of seven members who are appointed by the Governor with the advice and consent of the Senate. Each serves a 5-year term and is not compensated for his or her service. The Commission meets regularly with the DCR Director and the Division’s chief counsel so members can be</p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>New Jersey Civil Rights Act</p> <ul style="list-style-type: none"> <li>The New Jersey Civil Rights Act protects against the deprivation of any rights, privileges, or immunities secured by New Jersey's Constitution and laws.</li> </ul>	<p>N.J.S.A. Title 10  <a href="https://law.justia.com/codes/new-jersey/2013/title-10">https://law.justia.com/codes/new-jersey/2013/title-10</a></p>	<p>kept apprised of agency initiatives. Individual Commissioners also support DCR events, such as community roundtables and conferences, and serve as liaisons to various communities including public and private entities committed to eradicating discrimination and fostering public awareness of compliance to civil rights laws. <a href="https://www.njoag.gov/about/divisions-and-offices/division-on-civil-rights-home/">https://www.njoag.gov/about/divisions-and-offices/division-on-civil-rights-home/</a></p>
<i>New Mexico</i>		
<p>New Mexico Human Rights Act</p> <ul style="list-style-type: none"> <li>Effective Date: 1969</li> <li>This law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, sex (including pregnancy), age (40 or older), ancestry, disability, serious medical condition, sexual orientation, gender identity, or spousal affiliation.</li> </ul>	<p>New Mexico Statutes 28-1-1, et seq.  <a href="https://codes.findlaw.com/nm/chapter-28-human-rights/nm-st-sect-28-1-1/">https://codes.findlaw.com/nm/chapter-28-human-rights/nm-st-sect-28-1-1/</a></p>	<p>The New Mexico Human Rights Bureau is a neutral agency created to enforce the New Mexico Human Rights Act. The Bureau accepts and investigates claims of discrimination based on race, color, national origin, religion, ancestry, sex, age, physical and mental handicap, serious medical condition, spousal affiliation, sexual orientation, and gender identity in the areas of employment, housing, credit or public accommodation. <a href="https://www.dws.state.nm.us/Human-Rights-Information">https://www.dws.state.nm.us/Human-Rights-Information</a></p>
<p>New Mexico Civil Rights Act</p> <ul style="list-style-type: none"> <li>Effective Date: July 1, 2021</li> <li>The Act gives a person who claims deprivation of “rights, privileges or immunities” secured by the New Mexico Constitution the right to bring a lawsuit in state district court and recover actual damages and injunctive relief. In addition to actual damages, the Act provides that a person who prevails in a lawsuit brought under the Act is entitled to an award of reasonable attorney fees and litigation expenses. The Act prohibits a public body, or those acting on the public body’s behalf who are sued under the Act from using “qualified immunity” as a defense.</li> </ul>	<p><a href="https://www.nmlegis.gov/Sessions/21%20Regular/bills/house/HB0004.pdf">https://www.nmlegis.gov/Sessions/21%20Regular/bills/house/HB0004.pdf</a></p>	<p>The New Mexico Human Rights Commission is comprised of eleven citizens appointed by the governor to conduct hearings involving discrimination complaints. The eleven members volunteer their services and are not employees of the state. A commission hearing may be conducted by a single hearing officer or a three-member panel. The final decision in every case is made by a three-member panel either on cases the panel has heard or recommendations from the hearing officer. <a href="https://www.dws.state.nm.us/en-us/Businesses/Rules-and-Regulations/Labor-Relations-FAQs/category/human-rights#:~:text=The%20Human%20Rights%20Act%20was,Mexico%20Department%20of%20Workforce%20Solutions.">https://www.dws.state.nm.us/en-us/Businesses/Rules-and-Regulations/Labor-Relations-FAQs/category/human-rights#:~:text=The%20Human%20Rights%20Act%20was,Mexico%20Department%20of%20Workforce%20Solutions.</a></p>
<i>New York</i>		
<p>Civil Rights Law, Equal Rights in Places of Public Accommodation and Amusement</p> <ul style="list-style-type: none"> <li>Enacted in 1965.</li> <li>Prohibits persons including owners, lessees, proprietors, managers, superintendents, agents, employees of any such place of public accommodation, resort, or amusement from refusing any accommodations, advantages, facilities, and privileges on the account of race, creed, color, or national origin.</li> <li>Prohibits discrimination on the basis of race, creed, color, national origin, sex, marital status, sexual orientation, gender identity or expression, or disability, against any person “in his or her civil rights.”</li> <li>Prohibits persons who own, occupy, manage, or control a building, park, enclosure, or place, who opens the same to the public generally, from discriminating against any person or class of persons in the price charged for admission.</li> </ul>	<p>N.Y. Civ. Rights §§ 40 et seq.  <a href="https://law.justia.com/codes/new-york/2012/cvr/article-4">https://law.justia.com/codes/new-york/2012/cvr/article-4</a></p> <p>See N.Y. Civ. Rights §§ 40-40-c, 40-e-40-g, 42-44-a.</p>	<p>The Civil Rights Bureau of the New York State Attorney General’s Office enforces the statute. <a href="https://ag.ny.gov/bureau/civil-rights#:~:text=The%20Civil%20Rights%20Bureau%20of,rights%20of%20all%20New%20Yorkers">https://ag.ny.gov/bureau/civil-rights#:~:text=The%20Civil%20Rights%20Bureau%20of,rights%20of%20all%20New%20Yorkers</a></p> <p>The Industrial Commissioner may enforce Sections 42 (discrimination by utility companies), 43 (discrimination by labor organizations), and 44 (discrimination by industries involved in defense contracts). The Commissioner may use powers of administration, investigation, inquiry, subpoena, and hearing vested in him by the labor law. § 45.</p> <p>A person alleging discrimination can file a complaint with a court with proper jurisdiction. §§ 40-d, 41.</p>
<p>Civil Rights Law, Equal Rights to Publicly-Aided Housing</p> <ul style="list-style-type: none"> <li>Enacted in 1950.</li> <li>Prohibits owners of any publicly assisted housing accommodation from discriminating against any person because of race, color, religion, national origin, or ancestry.</li> <li>Prohibits any person from inquiring, in writing or orally, about the race, color, religion, natural origin, or ancestry of a person seeking to rent or lease any publicly assisted housing accommodation.</li> <li>Prohibits any corporation formed for the purpose of cooperative ownership of real estate from withholding its consent to the sale of certificates of stock or other evidence of ownership because of the race, creed, national origin, or sex of the purchaser.</li> </ul>	<p>N.Y. Civ. Rights §§ 18-a et seq.  <a href="https://casetext.com/statute/consolidated-laws-of-new-york/chapter-civil-rights/article-2-a-equal-rights-to-publicly-aided-housing/section-18-a-findings-and-declarations-of-policy">https://casetext.com/statute/consolidated-laws-of-new-york/chapter-civil-rights/article-2-a-equal-rights-to-publicly-aided-housing/section-18-a-findings-and-declarations-of-policy</a></p> <p>See N.Y. Civ. Rights §§ 18-c, 19-a</p>	<p>The Civil Rights Bureau of the New York State Attorney General’s Office enforces the statute. <a href="https://ag.ny.gov/bureau/civil-rights#:~:text=The%20Civil%20Rights%20Bureau%20of,rights%20of%20all%20New%20Yorkers">https://ag.ny.gov/bureau/civil-rights#:~:text=The%20Civil%20Rights%20Bureau%20of,rights%20of%20all%20New%20Yorkers</a></p> <p>A person alleging discrimination can file a complaint with a court with proper jurisdiction. At or before the commencement of any action, notice will be served upon the attorney general. § 18-d.</p> <p>A person aggrieved by Section 19-a (prohibition against unreasonable withholding of consent) can file a complaint with a court of proper jurisdiction. § 19-b.</p>



State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>Executive Law, Human Rights Law</p> <ul style="list-style-type: none"> <li>Enacted in 1951.</li> <li>Prohibits discrimination on the basis of age, creed, color, national origin, sexual orientation, gender identity or expression, military status, marital status, status as a victim of domestic violence, disability, or family status in obtaining an education, using public accommodations, and occupying housing accommodations.</li> <li>Prohibits employers from refusing to hire individuals based on age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, disability, predisposing genetic characteristics, familial status, marital status, or status as a victim of domestic violence.</li> </ul>	<p>N.Y. Exec. §§ 290 et seq.  <a href="https://www.nysenate.gov/legislation/laws/EXC/A15">https://www.nysenate.gov/legislation/laws/EXC/A15</a></p> <p>See N.Y. Exec. §§ 291, 296, 296-a-296-d</p>	<p>The Division of Human Rights (“DHR”) is the state agency charged with enforcing the statute. §§ 297, 298.</p> <p>A person alleging discrimination can file a complaint with the DHR. The DHR then conducts an investigation to determine if there has been any unlawful discriminatory practice. §§ 297, 298.</p>
<p>Public Housing Law, Miscellaneous</p> <ul style="list-style-type: none"> <li>Enacted in 1939.</li> <li>Prohibits discrimination on the basis of race, creed, color, or national origin in obtaining public housing.</li> <li>Prohibits discrimination against persons who are legally blind, physically handicapped, mute, or deaf, and who have certain household pets.</li> </ul>	<p>N.Y. Pub. Hous. §§ 220 et seq.  <a href="https://casetext.com/statute/consolidated-laws-of-new-york/chapter-public-housing/article-11-miscellaneous/section-220-construction">https://casetext.com/statute/consolidated-laws-of-new-york/chapter-public-housing/article-11-miscellaneous/section-220-construction</a></p> <p>See N.Y. Pub. Hous. §§ 223, 223-a, 223-b.</p>	<p>The Division of Housing (“DOH”) is the state agency charged with enforcing the statute. See § 10, 226.</p> <p>The DOH, including the municipal housing authority of the city/town where the violation occurred, can conduct investigations to determine if there has been any unlawful discriminatory practice. See §§ 14, 37.</p>
<p>Labor Law, Public Work Law</p> <ul style="list-style-type: none"> <li>Enacted in 1935.</li> <li>Prohibits contractors with the state or a municipality from discriminating against hiring employees on the basis of race, creed, color, disability, sex, or national origin for the construction of any public building or public work.</li> <li>Prohibits contractors with the state or a municipality from discriminating against any employee on the basis of race, creed, color, disability, sex, or national origin hired for construction of any public building or public work.</li> </ul>	<p>N.Y. Lab. §§ 220 et seq.  <a href="https://www.nysenate.gov/legislation/laws/LAB/A8">https://www.nysenate.gov/legislation/laws/LAB/A8</a></p> <p>See N.Y. Lab. § 220-E</p>	<p>The Department of Labor (“DOL”) is the state agency charged with enforcing the statute. <i>How to File a Discrimination Claim</i>, DOL, <a href="https://dol.ny.gov/how-file-discrimination-claim">https://dol.ny.gov/how-file-discrimination-claim</a>.</p> <p>A person alleging discrimination can file a complaint with the DOL. <i>Id.</i> A person alleging discrimination can file a complaint with a court with proper jurisdiction. See § 220-g.</p> <p>A fiscal officer may present evidence of non-compliance or evasion of any provision of the statute to the officer, department, board, or commission having charge of such work for enforcement. § 223.</p>
<p>Education Law, Compulsory Education</p> <ul style="list-style-type: none"> <li>Enacted in 1947.</li> <li>Prohibits public schools from discriminating against persons applying for admission to such schools on the basis of race, creed, color, national origin, or sex.</li> </ul>	<p>N.Y. Educ. §§ 3201 et seq.  <a href="https://www.nysenate.gov/legislation/laws/EDN/A65P1">https://www.nysenate.gov/legislation/laws/EDN/A65P1</a></p> <p>See N.Y. Educ. §§ 3201, 3201-A</p>	<p>The Commissioner of Education may enforce Part I (compulsory education) by withholding public school money from any city or district which willfully omits and refuses to enforce the provisions of Part I. § 3234.</p> <p>The Education Department is the state agency charged with the general management and supervision of all public schools and all educational work of the state. § 101.</p> <p>The Commissioner of Education enforces all general and special laws relating to the educational system of the state and executes all educational policies determined by the board of regents. § 305.</p>
<p><i>North Carolina</i></p>		
<p>Equal Employment Practices Act</p> <ul style="list-style-type: none"> <li>Prohibits employment discrimination based on race, color, national origin, religion, age, sex, or handicap.</li> <li>While the statute does not provide a private cause of action, it can be the basis for a common law claim of wrongful discharge in violation of state public policy.</li> </ul>	<p>NC Gen. Stat. 143-422.1, et seq. (“Equal Employment Practices Act”)  <a href="https://law.justia.com/codes/north-carolina/2021/chapter-143/article-49a/">https://law.justia.com/codes/north-carolina/2021/chapter-143/article-49a/</a></p>	<p>North Carolina Human Relations Commission (HRC) is a part of the NC Office of Administrative Hearings’ Civil Rights Division (CRD).</p> <p>The CRD handles employment discrimination filed by current/former employees of state govt., some county govt. employees; housing discrimination in residential real estate transactions; HRC services and programs to improve relationships among citizens of the State.</p>
<p>State Fair Housing Act</p> <ul style="list-style-type: none"> <li>Declares it illegal for any landlord, loan officer, real estate agent, bank, or similar individual or institution to deny a person housing, funding, or housing-related information on the basis of race, religion, sex, national origin, disability, or familial status.</li> </ul>	<p>NC Gen. Stat. 41A-1, et seq. (“State Fair Housing Act”)  <a href="https://law.justia.com/codes/north-carolina/2015/chapter-41a/">https://law.justia.com/codes/north-carolina/2015/chapter-41a/</a></p>	<p>The HRC’s mission is to provide services and programs aimed at improving relationships among all citizens of the state, while seeking to ensure equal opportunities in the areas of employment, housing, public accommodations, recreation, education, justice and governmental services.  <a href="https://www.oah.nc.gov/civil-rights-division/human-relations-commission">https://www.oah.nc.gov/civil-rights-division/human-relations-commission</a></p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>City of Charlotte’s Nondiscrimination Ordinance</p> <ul style="list-style-type: none"> <li>Includes familial status, sexual orientation, gender identity, gender expression, veteran status, pregnancy and natural hairstyle as classes protected against discrimination.</li> </ul>	<p>Code of the City of Charlotte, Art. V, Ch.2  <a href="https://charlottenc.gov/Documents/NDO-8-9-2021-CLEAN_Council-adopted.pdf">https://charlottenc.gov/Documents/NDO-8-9-2021-CLEAN_Council-adopted.pdf</a></p>	
<p>Raleigh and Wake County Nondiscrimination Protections</p> <ul style="list-style-type: none"> <li>Protections against discrimination based on “sexual orientation, gender identity, and gender expression” as well as national origin and ancestry, color, ethnicity, religious belief, disability and things like veteran status or the wearing of natural hair or hairstyles. The protections apply in places of public accommodation like restaurants and hotels as well as in employment.</li> </ul>	<p>Code of the City of Raleigh, NC – Div. 1, Part 4, Ch.1, Art A, Sec. 4-1004. - POLICY OF NONDISCRIMINATION  <a href="https://library.municode.com/nc/raleigh/codes/code_of_ordinances?nodeId=DIVIICOGEOR_PT4_COSE_CH1THDECOSE_ARTAGEPR_S4-1004PONO">https://library.municode.com/nc/raleigh/codes/code_of_ordinances?nodeId=DIVIICOGEOR_PT4_COSE_CH1THDECOSE_ARTAGEPR_S4-1004PONO</a></p>	
<i>North Dakota</i>		
<p>North Dakota Human Rights Act</p> <p>North Dakota Housing Discrimination Act</p> <p>Summary: These laws prevent discrimination in employment, housing, public accommodation, public service, and credit transactions or lending.</p>	<p>Ch. 14-02.4 Human Rights  <a href="https://www.ndlegis.gov/cencode/t14c02-4.pdf?20150821135716">https://www.ndlegis.gov/cencode/t14c02-4.pdf?20150821135716</a></p> <p>Ch. 14-02.5  <a href="https://www.ndlegis.gov/cencode/t14c02-5.pdf?20150821135732">https://www.ndlegis.gov/cencode/t14c02-5.pdf?20150821135732</a></p>	<p>North Dakota Dept. of Labor &amp; Human Rights  <a href="https://www.nd.gov/labor/human-rights">https://www.nd.gov/labor/human-rights</a></p>
<i>Ohio</i>		
<p>Ohio Civil Rights Act</p> <ul style="list-style-type: none"> <li>Enacted in 1959.</li> <li>Prohibits discrimination in employment and guarantees fair access to public facilities and private businesses.</li> </ul>	<p>Ohio Rev. Code §§ 4112 et seq.  <a href="https://codes.ohio.gov/ohio-revised-code/chapter-4112">https://codes.ohio.gov/ohio-revised-code/chapter-4112</a></p> <p>See Ohio Rev. Code §§ 4112.02 (unlawful discriminatory practices), 4112.021 (unlawful discriminatory practices by creditor), 4112.022 (unlawful discriminatory practices of educational institution), 4112.14 (age discrimination)</p>	<p>Ohio Civil Rights Commission is responsible for enforcing the Ohio Civil Rights Act.</p> <ul style="list-style-type: none"> <li>Duties: “The primary function of The Ohio Civil Rights Commission is to enforce state laws against discrimination. OCRC receives and investigates charges of discrimination in employment, places of public accommodation, housing, credit, and disability in higher education on the bases of race, color, religion, sex, national origin, disability, age, ancestry, military status or familial status.”</li> </ul> <p>Enforcement provisions: Ohio Rev. Code §§ 4112.05 (filing a charge of discriminatory practice), 4112.051 (employment discrimination administrative remedy), 4112.052 (employment discrimination of civil action), 4112.055 (housing discrimination civil action), 4112.056 (refer housing discrimination claim to AG), 4112.10 (AG and commission litigation), 4112.99 (civil penalty) <a href="https://codes.ohio.gov/ohio-revised-code/chapter-4112">https://codes.ohio.gov/ohio-revised-code/chapter-4112</a></p>
<i>Oklahoma</i>		
<p>Oklahoma Anti-Discrimination Act</p> <ul style="list-style-type: none"> <li>Prohibits discrimination in the areas of employment, housing, and public accommodations</li> <li>Generally, the state does not provide additional protections above and beyond that which is enforced at the federal level</li> </ul>	<p>Okla. Stat. tit. 25, §§ 1101-1706  <a href="https://law.justia.com/codes/oklahoma/2021/title-25/section-25-1101/">https://law.justia.com/codes/oklahoma/2021/title-25/section-25-1101/</a></p>	<p>The Office of the OK Attorney General, Civil Rights Enforcement Unit - The Office of Civil Rights Enforcement is dedicated to enforcing Oklahoma’s anti-discrimination laws, providing educational resources and partnering with the public to positively and proactively advance the cause of civil rights for the equal benefit and enjoyment of all Oklahomans.</p> <p><a href="https://www.oag.ok.gov/civil-rights-enforcement">https://www.oag.ok.gov/civil-rights-enforcement</a></p>
<i>Oregon</i>		
<p>Unlawful Discrimination in Employment, Public Accommodations and Real Property Transactions</p> <ul style="list-style-type: none"> <li>The purpose of this chapter is to encourage the fullest utilization of the available workforce by removing arbitrary standards of race, color, religion, sex, sexual orientation, national origin, marital status, age or disability as a barrier to employment</li> </ul>	<p>ORS Tit. 51, Ch. 659A et seq.  <a href="https://oregon.public.law/statutes/ors_chapter_659A">https://oregon.public.law/statutes/ors_chapter_659A</a></p>	<p>OR Bureau of Labor &amp; Industries</p> <p>See also:</p> <p>The City of Portland’s Office of Equity and Human Rights <a href="https://www.portlandoregon.gov/oehr/62221">https://www.portlandoregon.gov/oehr/62221</a></p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<p>of the inhabitants of this state, and to ensure the human dignity of all people within this state and protect their health, safety and morals from the consequences of intergroup hostility, tensions and practices of unlawful discrimination of any kind based on race, color, religion, sex, sexual orientation, national origin, marital status, age, disability or familial status.</p>		<p>City of Eugene Human Rights Commission  <a href="https://www.eugene-or.gov/526/Human-Rights-Commission">https://www.eugene-or.gov/526/Human-Rights-Commission</a></p> <p>City of Salem Human Rights Commission  <a href="https://temp.cityofsalem.net/Pages/salem-human-rights-commission.aspx">https://temp.cityofsalem.net/Pages/salem-human-rights-commission.aspx</a></p>
<i>Pennsylvania</i>		
<p>Pennsylvania Human Relations Act (PHRA)</p> <ul style="list-style-type: none"> <li>Enacted in 1955</li> <li>Prohibits discrimination in employment, housing, commercial property, education, and public accommodations</li> </ul>	<p>43 P.S. § 951  <a href="https://casetext.com/statute/pennsylvania-statutes/statutes-unconsolidated/title-43-ps-labor/chapter-17-pennsylvania-human-relations-act">https://casetext.com/statute/pennsylvania-statutes/statutes-unconsolidated/title-43-ps-labor/chapter-17-pennsylvania-human-relations-act</a></p> <p>See §§ 953 (discrimination in employment, housing and public accommodation); 955 (unlawful discriminatory practices); 955.1 (religious observance; public employees); 955.2 (abortion and sterilization)</p>	<p>Pennsylvania Human Relations Commission (PHRC) enforces state laws that prohibit discrimination.</p>
<p>Pennsylvania Fair Educational Opportunities Act (PFEOA)</p> <ul style="list-style-type: none"> <li>Enacted in 1992.</li> <li>Prohibits discrimination, specifically with respect to postsecondary and secondary vocational and trade schools</li> </ul>	<p>24 P.S. § 5001  <a href="https://casetext.com/statute/pennsylvania-statutes/statutes-unconsolidated/title-24-ps-education/chapter-17-pennsylvania-fair-educational-opportunities-act">https://casetext.com/statute/pennsylvania-statutes/statutes-unconsolidated/title-24-ps-education/chapter-17-pennsylvania-fair-educational-opportunities-act</a></p>	
<i>Rhode Island</i>		
<p>Rhode Island Labor and Labor Relations</p> <ul style="list-style-type: none"> <li>Makes it an unlawful employment practice to discriminate in any aspect of employment based on categories like race or color, religion, sex, sexual orientation, gender identity or expression, disability, age, or country of ancestral origin.</li> </ul>	<p>R.I. Gen. Laws § 28-5-7  <a href="https://law.justia.com/codes/rhode-island/2012/title-28/chapter-28-5/chapter-28-5-7">https://law.justia.com/codes/rhode-island/2012/title-28/chapter-28-5/chapter-28-5-7</a></p>	<p>City of Providence Human Relations Commission  <a href="https://www.providenceri.gov/hr-commission/">https://www.providenceri.gov/hr-commission/</a></p>
<i>South Carolina</i>		
<p>South Carolina Human Affairs Law</p> <ul style="list-style-type: none"> <li>Effective Date: 5/17/2018</li> <li>Declares that discrimination against an individual because of race, religion, color, sex, age, national origin, or disability discrimination is unlawful.</li> </ul>	<p>SC ST § 1-13-10  <a href="https://www.scstatehouse.gov/code/t01c013.php">https://www.scstatehouse.gov/code/t01c013.php</a></p>	<p>Human Affairs Commission investigates and enforces housing and employment discrimination.  <a href="https://schac.sc.gov/">https://schac.sc.gov/</a></p>
<p>South Carolina Fair Housing Law</p> <ul style="list-style-type: none"> <li>Effective Date: 1976</li> <li>Prohibits discrimination in housing based on race, color, religion, sex, national origin, physical or mental handicaps, or familial status.</li> </ul>	<p>SC ST § 31-21-10  <a href="https://www.scstatehouse.gov/code/t31c021.php">https://www.scstatehouse.gov/code/t31c021.php</a></p>	
<i>South Dakota</i>		
<p>Human Relations Act of 1972</p> <ul style="list-style-type: none"> <li>Effective Date: 1972</li> <li>Prohibits discrimination because of race, color, creed, religion, sex, ancestry, disability or national origin. The Act covers employment practices, labor union membership and services, housing accommodations, education, public accommodations, public services and property rights.</li> </ul>	<p>SDCL 20-13  <a href="https://sdlegislature.gov/Statutes/Codified_Laws/2045767">https://sdlegislature.gov/Statutes/Codified_Laws/2045767</a></p>	<p>Human Rights Commission administers the Human Relations Act of 1972  <a href="https://dlr.sd.gov/human_rights/commission.aspx#:~:text=The%20Human%20Rights%20Commission%20may%20voluntary%20settlement%20is%20not%20successful.">https://dlr.sd.gov/human_rights/commission.aspx#:~:text=The%20Human%20Rights%20Commission%20may%20voluntary%20settlement%20is%20not%20successful.</a></p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<i>Tennessee</i>		
<p>Tennessee Human Rights/Disability Acts</p> <ul style="list-style-type: none"> <li>• Effective Date: 7/10/2015</li> <li>• Prohibit discrimination in housing, employment, and public accommodation on the basis of race, color, creed, national origin, religion, sex, disability, familial status (housing only), and age (over 40 in employment).</li> </ul>	<p>Tennessee Code 4-21  <a href="https://law.justia.com/codes/tennessee/2021/title-4/chapter-21/">https://law.justia.com/codes/tennessee/2021/title-4/chapter-21/</a></p>	<p>Human Rights Commission enforces the Tennessee Human Rights Act and the Tennessee Disability Act.  <a href="https://www.tn.gov/humanrights/about-us/overview.html">https://www.tn.gov/humanrights/about-us/overview.html</a></p>
<i>Texas</i>		
<p>Texas Commission on Human Rights Act</p> <ul style="list-style-type: none"> <li>• Enacted in 1983.</li> <li>• Prohibits employers from committing an “unlawful employment practice” against an employee or job applicant by discriminating against them based on race, color, disability, religion, sex, national origin, or age (40+).</li> <li>• Applies to all public and private employers with 15 or more employees.</li> </ul>	<p>Tex. Labor Code Ann. §§ 21.001 et seq.  <a href="https://statutes.capitol.texas.gov/Docs/LA/htm/LA.21.htm">https://statutes.capitol.texas.gov/Docs/LA/htm/LA.21.htm</a></p> <p>See Tex. Labor Code Ann. §§ 21.051, 21.055 (discrimination by employer)</p>	<p>Act authorized state agency Texas Workforce Commission (formerly Commission on Human Rights) to enforce Texas’ laws prohibiting employment discrimination under the Texas Commission on Human Rights Act.</p> <p>Commission investigates and resolves complaints, and can file civil actions in state courts. Tex. Labor Code Ann. § 21.003. <a href="https://texas.public.law/statutes/tex._labor_code_section_21.003">https://texas.public.law/statutes/tex._labor_code_section_21.003</a></p>
<p>Texas Fair Housing Act</p> <ul style="list-style-type: none"> <li>• Enacted in 1986.</li> <li>• Prohibits discrimination in housing based on race, color, religion, sex, familial status, or national origin.</li> <li>• Discrimination is prohibited in the sale and rental of housing and in mortgage lending.</li> <li>• Covers most housing. However, the Act exempts owner-occupied buildings with no more than 4 units; single-family housing sold/rented without a broker; housing operated by religious organizations, private clubs; and housing for elderly.</li> </ul>	<p>Tex. Prop. Code Ann. §§ 301.001 et seq.  <a href="https://statutes.capitol.texas.gov/Docs/PR/htm/PR.301.htm">https://statutes.capitol.texas.gov/Docs/PR/htm/PR.301.htm</a></p> <p>See Tex. Prop. Code Ann. §§ 301.021-301.027 (discrimination prohibited); 301.041-301.044 (exemptions)</p>	<p>Texas Workforce Commission enforces Texas’ laws prohibiting housing discrimination under the Texas Fair Housing Act. It can also request that the Texas Attorney General file suits against discriminatory parties.</p> <p>Tex. Prop. Code Ann. § 301.002.  <a href="https://casetext.com/statute/texas-codes/property-code/title-15-fair-housing-practices/chapter-301-texas-fair-housing-act/subchapter-a-title-purpose-and-definitions/section-301002-purposes">https://casetext.com/statute/texas-codes/property-code/title-15-fair-housing-practices/chapter-301-texas-fair-housing-act/subchapter-a-title-purpose-and-definitions/section-301002-purposes</a></p>
<i>Utah</i>		
<p>Utah Fair Housing Act</p> <ul style="list-style-type: none"> <li>• Effective Date: 5/12/2015</li> <li>• Prohibits discrimination against anyone who wants to rent or purchase real property based on race, color, sex, religion, national origin, disability, source of income, familial status, sexual orientation, or gender identity.</li> </ul>	<p>Utah Code §57-21  <a href="https://le.utah.gov/xcode/Title57/Chapter21/57-21.html">https://le.utah.gov/xcode/Title57/Chapter21/57-21.html</a></p>	<p>The Antidiscrimination and Labor Division (UALD) Fair Housing Unit  <a href="https://laborcommission.utah.gov/divisions/utah-antidiscrimination-and-labor-uald/fair-housing/#:~:text=The%20Fair%20Housing%20Laws%20require,sexual%20orientation%2C%20or%20gender%20identity.">https://laborcommission.utah.gov/divisions/utah-antidiscrimination-and-labor-uald/fair-housing/#:~:text=The%20Fair%20Housing%20Laws%20require,sexual%20orientation%2C%20or%20gender%20identity.</a></p>
<p>Utah Antidiscrimination Act</p> <ul style="list-style-type: none"> <li>• Effective Date: 5/10/2016</li> <li>• Prohibits employment discrimination on the basis of race, color, religion, sex, age, national origin, disability, sexual orientation, gender identity, pregnancy, childbirth or pregnancy-related conditions.</li> </ul>	<p>Utah Code §34A-5  <a href="https://le.utah.gov/xcode/Title34A/Chapter5/34A-5-S106.html">https://le.utah.gov/xcode/Title34A/Chapter5/34A-5-S106.html</a></p>	<p>The Antidiscrimination and Labor Division (UALD)  <a href="https://laborcommission.utah.gov/divisions/utah-antidiscrimination-and-labor-uald/employment-discrimination/">https://laborcommission.utah.gov/divisions/utah-antidiscrimination-and-labor-uald/employment-discrimination/</a></p>
<p>Commerce and Trade – Civil Rights</p> <ul style="list-style-type: none"> <li>• Effective Date: 5/8/2018</li> <li>• Assures all citizens full and equal availability of all goods, services and facilities offered by business establishments and places of public accommodation and enterprises regulated by the state without discrimination because of race, color, sex, pregnancy, religion, ancestry, or national origin.</li> </ul>	<p>Utah Code §13-7  <a href="https://le.utah.gov/xcode/Title13/Chapter7/13-7.html">https://le.utah.gov/xcode/Title13/Chapter7/13-7.html</a></p>	



State Anti-Discrimination Law	Cites	Notes on Enforcement
<i>Vermont</i>		
<p>Vermont Fair Housing and Public Accommodations Act</p> <ul style="list-style-type: none"> <li>• Effective Date: 7/1/2022</li> <li>• Prohibits discrimination on the basis of race, color, religion, national origin, sex, familial status, disability, marital status, age, sexual orientation, gender identity, receipt of public assistance, and victims of abuse.</li> </ul>	<p>9 V.S.A. § 4503  <a href="https://legislature.vermont.gov/statutes/section/09/139/04503">https://legislature.vermont.gov/statutes/section/09/139/04503</a></p>	<p>Human Rights Commission investigates complaints of discrimination in housing, state government employment, and public accommodations.  <a href="https://hrc.vermont.gov/">https://hrc.vermont.gov/</a></p>
<p>Vermont Fair Employment Practices Act</p> <ul style="list-style-type: none"> <li>• Effective Date: 7/1/2018</li> <li>• Makes it an “unlawful employment practice” for an employer to discriminate against a person based on: age, ancestry, color, crime victim status, disability, gender identity, health insurance coverage status, HIV+ status, national origin, place of birth, race, religion, sex, sexual orientation, or association with a member of a legally protected category listed above.</li> </ul>	<p>21 V.S.A. § 495  <a href="https://legislature.vermont.gov/statutes/section/21/005/00495">https://legislature.vermont.gov/statutes/section/21/005/00495</a></p>	
<i>Virginia</i>		
<p>Virginia Human Rights Act</p> <ul style="list-style-type: none"> <li>• Effective 10/01/2001</li> <li>• Prohibits discriminatory conducts (“discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions including lactation, age, military status, disability, or national origin”).</li> <li>• Defines "because of race" or "on the basis of race" as “include[ing] because of or on the basis of traits historically associated with race, including hair texture, hair type, and protective hairstyles such as braids, locks, and twists.”</li> </ul>	<p>Va. Code Ann. §§ 2.2-3900 — 2.2-3904  <a href="https://law.lis.virginia.gov/vacodepopularnames/virginia-human-rights-act/">https://law.lis.virginia.gov/vacodepopularnames/virginia-human-rights-act/</a></p>	<p>Office of Civil Rights, Attorney General of Virginia  <a href="https://www.oag.state.va.us/programs-initiatives/civil-rights">https://www.oag.state.va.us/programs-initiatives/civil-rights</a></p>
<i>Washington</i>		
<p>Washington Law Against Discrimination</p> <ul style="list-style-type: none"> <li>• Effective 06/11/2020</li> <li>• Prohibits discrimination in the context of credit, public accommodation, real estate, and — of particular concern for local governments — employment on the basis of race, creed or religion, color, national origin, families with children, sex, marital status, sexual orientation, age, military status, or the presence of disability. RCW 49.60.040 was recently amended to include hairstyles into the definition of “race” - “‘Race’ is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. For purposes of this subsection, ‘protective hairstyles’ includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.” Moreover, a new section is added to the WLAD to clarify that “to the extent that distinction or different treatment on the basis of citizenship or immigration status is authorized by federal or state law, regulation, or government contract, it is not an unfair practice.”</li> </ul>	<p>RCW 49.60.040  <a href="https://app.leg.wa.gov/RCW/default.aspx?cite=49.60.040">https://app.leg.wa.gov/RCW/default.aspx?cite=49.60.040</a></p> <p>RCW 49.60.020  <a href="https://app.leg.wa.gov/RCW/default.aspx?cite=49.60.020">https://app.leg.wa.gov/RCW/default.aspx?cite=49.60.020</a></p>	<p>Washington State Human Rights Commission  <a href="https://www.hum.wa.gov/file-complaint">https://www.hum.wa.gov/file-complaint</a></p> <p>See also:</p> <p>King County Office of Civil Rights  <a href="https://kingcounty.gov/elected/executive/equity-social-justice/civil-rights.aspx">https://kingcounty.gov/elected/executive/equity-social-justice/civil-rights.aspx</a></p> <p>Seattle Office for Civil Rights  <a href="http://www.seattle.gov/civilrights/civil-rights/outreach-and-engagement/bias-hurts">http://www.seattle.gov/civilrights/civil-rights/outreach-and-engagement/bias-hurts</a></p> <p>City of Spokane’s Human Rights Commission  <a href="https://my.spokanecity.org/bcc/commissions/spokane-human-rights-commission/">https://my.spokanecity.org/bcc/commissions/spokane-human-rights-commission/</a></p>
<i>West Virginia</i>		
<p>West Virginia Code, Chapter 5 Article 11, Human Rights Commission</p> <ul style="list-style-type: none"> <li>• Effective 04/07/1998</li> <li>• The statute seeks to “eliminate all discrimination in employment and places of public accommodations by virtue of race, religion, color, national origin, ancestry, sex, age, blindness or handicap” and to “eliminate all discrimination in the sale, purchase, lease, rental or financing of housing and other real property by virtue of race, religion, color, national origin, ancestry, sex, blindness, handicap or familial status.”</li> </ul>	<p>W. Va. Code § 5-11  <a href="https://code.wvlegislature.gov/5-11-1/">https://code.wvlegislature.gov/5-11-1/</a></p>	<p>Section 11 of the statute provides that the commission shall promptly investigate discrimination complaints. Section 12 provides that “[t]he legislative body of a political subdivision may, by ordinance or resolution, authorize the establishment or membership in and support of a local human relations commission.”</p>

State Anti-Discrimination Law	Cites	Notes on Enforcement
<i>Wisconsin</i>		
<p>Wisconsin Fair Employment Act</p> <ul style="list-style-type: none"> <li>• Effective 04/18/2018</li> <li>• Prohibits discrimination in: recruitment and hiring, job assignments, pay, leave or benefits, promotion, licensing, union membership, training, layoff and firing, and other employment related actions. It prohibits discriminating against employees and job applicants because of age, arrest and/or conviction record, ancestry, color, national origin or race, creed, disability, genetic testing, honesty testing, marital status, military service, pregnancy or childbirth, sex, sexual orientation, or use of nonuse of lawful products off the employer’s premises during nonworking hours</li> </ul>	<p>Wis. Stat. §§ 111.31-111.395  <a href="https://www.dwd.wisconsin.gov/er/civilrights/discrimination/default.htm">https://www.dwd.wisconsin.gov/er/civilrights/discrimination/default.htm</a></p> <p>Wis. Stat. § 106.52  <a href="https://docs.legis.wisconsin.gov/statutes/statutes/106/iii/52">https://docs.legis.wisconsin.gov/statutes/statutes/106/iii/52</a></p>	<p>Equal Rights Division of the Wisconsin Department of Workforce Development                      Complaints: <a href="https://www.wisconsin.gov/equal-employment-opportunity">Discrimination in Public Places of Accommodations or Amusement (wisconsin.gov)</a></p>
<i>Wyoming</i>		
<p>Wyoming Fair Employment Practices Act</p> <ul style="list-style-type: none"> <li>• Effective 1965</li> <li>• This act prohibits discrimination in employment based on age (40 years of age or older), sex, race, creed, color, national origin, ancestry, pregnancy, or disability.</li> </ul>	<p>WY Stat. Sec. 27-9-101 et seq.  <a href="https://codes.findlaw.com/wy/title-27-labor-and-employment/wy-st-sect-27-9-101.html">https://codes.findlaw.com/wy/title-27-labor-and-employment/wy-st-sect-27-9-101.html</a></p>	<p>Wyoming Fair Employment Program/Equal Employment Opportunity Commission  <a href="https://dws.wyo.gov/dws-division/labor-standards/your-labor-rights/">https://dws.wyo.gov/dws-division/labor-standards/your-labor-rights/</a></p>