

Department of Planning and Budget

2015 Fiscal Impact Statement

1. Bill Number: SB785

House of Origin	☒ Introduced	☐ Substitute	☐ Engrossed
Second House	☐ In Committee	☐ Substitute	☐ Enrolled

2. Patron: McEachin

3. Committee: General Laws and Technology

4. Title: Public employment; prohibits discrimination based on basis of sexual orientation or gender identity.

5. Summary: Prohibits discrimination in public employment based on the basis of sexual orientation or gender identity, as defined in the bill. The bill also codifies for state and local government employment the current prohibitions on discrimination in employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, or status as a special disabled veteran or other veteran.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: Indeterminate – see Item 8.

8. Fiscal Implications: The current policies of the Commonwealth are consistent with the provisions of this bill except regarding the protection for sexual orientation, which is not presently covered by Title VII of the Civil Rights Act of 1964 as amended or the Virginia Human Rights Act. Because Senate Bill 785 prohibits discrimination on the basis of sexual orientation, additional cases of discrimination may result; however, the number of cases is unknown.

9. Specific Agency or Political Subdivisions Affected: All state agencies.

10. Technical Amendment Necessary: No.

11. Other Comments: None.

c: Secretary of Administration