

Department of Planning and Budget 2016 Fiscal Impact Statement

1. Bill Number: HB179

House of Origin	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
Second House	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

2. Patron: Kaye Kory

3. Committee: Committee on General Laws

4. Title: Virginia Human Rights Act; prohibited discrimination in employment.

5. Summary: Virginia Human Rights Act; prohibited discrimination in employment. Prohibits discrimination in private or public employment based on sexual orientation or status as a veteran. Under the Virginia Human Rights Act, such discrimination is actionable if the violating employer has between five and 15 employees. The bill defines "sexual orientation" as a person's actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression. The bill expressly provides that "sexual orientation" does not include any person's attraction toward persons with whom sexual conduct would be illegal due to the age of the parties. The bill also conforms various provisions prohibiting discrimination in public employment based on race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, or veteran status. The bill contains technical amendments.

6. Budget Amendment Necessary: No.

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

8. Fiscal Implications: The Attorney General and Department of Law and the Department of Human Resource Management indicate that they will not be fiscally impacted by the bill. However, the changes created by this bill may result in an increase of grievance cases related to discrimination. The impact of the bill is indeterminate because the number of potential cases is unknown.

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

10. Technical Amendment Necessary: No.

11. Other Comments: Similar to Senate Bill 12.

Date: 2/1/16

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