

## **Department of Planning and Budget**

### **2016 Fiscal Impact Statement**

**1. Bill Number:** HB913

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

**2. Patron:** Toscano

**3. Committee:** General Laws

**4. Title:** Prohibited discrimination in employment and housing.

**5. Summary:** Prohibits discrimination in private or public employment on the basis of sexual orientation or gender identity. The bill also adds discrimination on the basis of sexual orientation or gender identity as an unlawful discriminatory housing practice. The bill defines "sexual orientation" and "gender identity." The bill also conforms various provisions prohibiting discrimination in public employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, or disability.

**6. Budget Amendment Necessary:** No.

**7. Fiscal Impact Estimates:** Preliminary – 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. According to the Office of the Attorney General (OAG), the passage of House Bill 913 would not result in a state fiscal impact; however, if House Bill 913 and other bills that prohibit discrimination are passed, there could be an increase in the agency's case load, which would require an increase in staff. The OAG would need to hire one full-time investigator and a part-time attorney. The OAG estimates the cost for a full-time investigator would be \$83,000 and \$60,000 for a part-time attorney.

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

**10. Technical Amendment Necessary:** No.

**11. Other Comments:** None.