

## **Department of Planning and Budget**

### **2017 Fiscal Impact Statement**

**1. Bill Number:** HB2295

<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:** Delores L. McQuinn

**3. Committee:** Committee Referral Pending

**4. Title:** Virginia Human Rights Act; pregnancy, childbirth, or related medical conditions; causes of action.

**5. Summary:** Virginia Human Rights Act; pregnancy, childbirth, or related medical conditions; causes of action. Provides that no employer may discharge any employee on the basis of pregnancy, childbirth, or related medical conditions, including lactation. Currently, the protection against discrimination on the basis of pregnancy, childbirth, or related medical conditions applies to an employer employing more than five but fewer than 15 persons.

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

**7. Fiscal Impact Estimates:** No fiscal impact.

**8. Fiscal Implications:** The provisions of the bill are not expected to create a significant cost to State agencies. The current policies of the Commonwealth are consistent with the provisions of this bill.

**9. Specific Agency or Political Subdivisions Affected:** All state Agencies.

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

**11. Other Comments:**

**Date:** 1/20/17

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