

## Department of Planning and Budget 2018 Fiscal Impact Statement

**1. Bill Number:** HB401

<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:** Levine

**3. Committee:** General Laws

**4. Title:** Prohibited discrimination; sexual orientation and gender identity

**5. Summary:** Prohibits discrimination in employment, public accommodation, public contracting, apprenticeship programs, housing, banking, and insurance on the basis of sexual orientation or gender identity. The bill codifies existing prohibited discrimination in public 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 veteran and adds discrimination based on sexual orientation or gender identity to the list of unlawful discriminatory housing practices. The bill contains technical amendments.

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

**7. Fiscal Impact Estimates:** None.

**8. Fiscal Implications:** According to the Department of Human Resource Management, current policies prohibit discrimination in public employment on the basis of all protected classes listed in Titles §§ 2.2-3004, 2.2-3900 through 2.2-3903, 2.2-4200, 2.2-4201, 2.2-4310, 2.2-4311, 2.2-4343.1 and Executive Order 1 (Governor Northam, 2018), which supersedes and rescinds Executive Order 1 issued by Governor McAuliffe in 2014. This bill adds “pregnancy, childbirth or related medical conditions” and “marital status” as categories. Although not specifically defined in current policy, past practice has addressed these categories.

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

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

**11. Other Comments:** None.