

## Department of Planning and Budget 2020 Fiscal Impact Statement

**1. Bill Number:** HB21

**House of Origin**     Introduced     Substitute     Engrossed  
**Second House**     In Committee     Substitute     Enrolled

**2. Patron:** Joseph C. Lindsey

**3. Committee:** Committee Referral Pending

**4. Title:** Virginia Human Rights Act; prohibited discrimination, sexual orientation and gender identity.

**5. Summary:** Adds discrimination on the basis of an individual's sexual orientation or gender identity as an unlawful discriminatory practice under the Virginia Human Rights Act. The bill also creates a cause of action if any person employed by an employer who employs more than five but fewer than 15 persons is discharged by such employer on the basis of sexual orientation or gender identity. The bill defines "sexual orientation" and "gender identity." The bill contains technical amendments.

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

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

**8. Fiscal Implications:** The Attorney General and Department of Law indicates this bill presents no fiscal impact. The Department of Human Resource Management indicates the provisions of the proposed legislation are consistent with current state policy and are not expected to have a fiscal impact

**9. Specific Agency or Political Subdivisions Affected:** Attorney General and Department of Law, Department of Human Resource Management

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

**11. Other Comments:**