

Department of Planning and Budget 2011 Fiscal Impact Statement

1. Bill Number: SB797

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: Locke, M.

3. Committee: General Laws and Technology

4. Title: Human Rights Act; adds sexual orientation to definition of unlawful discriminatory practice.

5. Summary: Prohibits discrimination in state employment based on “sexual orientation”.

6. Budget Amendment Necessary: No

7. Fiscal Impact Estimates: Indeterminate

8. Fiscal Implications: Protection for sexual orientation is not presently covered by Title VII of the Civil Rights Act of 1964, as amended, or the Virginia Human Rights Act. Current policies of the Commonwealth do not prohibit discrimination based on sexual orientation. Because the bill prohibits discrimination on the basis of sexual orientation, additional cases of discrimination may result. The number of cases is unknown so the fiscal impact is indeterminate.

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

10. Technical Amendment Necessary: No

11. Other Comments: 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” shall not include any person's attraction toward persons with whom sexual conduct would be illegal due to the age of the parties.

Date: January 18, 2011

Document: CLC/SB797

c: Secretary of Administration