

Department of Planning and Budget 2012 Fiscal Impact Statement

1. Bill Number: HB977

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: Scott, J.M.

3. Committee: Committee Referral Pending

4. Title: Virginia Human Rights Act; prohibits discrimination employment based on sexual orientation.

5. Summary: Prohibits discrimination in employment based on sexual orientation. 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 towards persons with whom sexual conduct would be illegal due to the age of the parties. The bill also codifies existing prohibited discrimination in employment based on race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, or status as a veteran. The bill contains technical amendments.

6. Budget Amendment Necessary: No

7. Fiscal Impact Estimates: None

8. Fiscal Implications: The Council on Human Rights indicates that this legislation has no fiscal impact.

According to the Department of Human Resource Management, it is unclear if this bill would result in any additional claims, and thus fiscal impact, to the Commonwealth.

9. Specific Agency or Political Subdivisions Affected: Council on Human Rights,
Department of Human Resource Management

10. Technical Amendment Necessary: no

11. Other Comments: n/a

Date: 1/12/12

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