

## Department of Planning and Budget 2012 Fiscal Impact Statement

**1. Bill Number:** SB263

<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:** Ebbin

**3. Committee:** General Laws and Technology

**4. Title:** Public employment; nondiscrimination.

**5. Summary:** Prohibits discrimination in public 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 prohibitions against discrimination in public 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:** No fiscal impact

**8. Fiscal Implications:** The Department of Human Resource Management, the Human Rights Council, and the Department of Employee Dispute Resolution report no fiscal impact by this legislation

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

**10. Technical Amendment Necessary:** no

**11. Other Comments:** n/a

**Date:** 1/16/11

**Document:** G:\2012 FIS's\SB263.DOC

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