

## Department of Planning and Budget 2014 Fiscal Impact Statement

**1. Bill Number:** SB248

<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:** McEachin

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

**4. Title:** Nondiscrimination in state employment.

**5. Summary:** Prohibits discrimination in state employment based on race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, gender identity, or status as a special disabled veteran or other veteran covered by the Veterans Readjustment Assistance Act of 1974, as amended. The bill also defines "sexual orientation" and "gender identity."

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

**7. Fiscal Impact Estimates:** Indeterminate. See Item 8.

**8. Fiscal Implications:** The current policies of the Commonwealth are consistent with the provisions of this bill except regarding the protection for sexual orientation, which is not presently covered by Title VII of the Civil Rights Act of 1964 as amended or the Virginia Human Rights Act. Because Senate Bill 248 prohibits discrimination on the basis of sexual orientation, additional cases of discrimination may result; however, the number of cases is unknown.

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

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

**11. Other Comments:** No.

**Date:** 1/20/2014

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**c:** Secretary of Administration