

## Department of Planning and Budget

### 2015 Fiscal Impact Statement

**1. Bill Number:** HB1498

<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:** Plum

**3. Committee:** General Laws

**4. Title:** Virginia Human Rights Act; prohibits discrimination in public employment.

**5. Summary:** Virginia Human Rights Act; public employment; prohibited discrimination; sexual orientation. 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" does not include any person's attraction toward persons with whom sexual conduct would be illegal due to the age of the parties. The bill also codifies existing prohibited 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:** 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 House Bill 1498 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:** This bill is similar to HB1643 and SB785S1

**Date:** 1/29/15

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