

## Department of Planning and Budget 2016 Fiscal Impact Statement

**1. Bill Number:** HB429

<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:** Ronald A. Villanueva

**3. Committee:** Committee on General Laws, Subcommittee #4

**4. Title:** Virginia Human Rights Act; public employment; prohibited discrimination; sexual orientation.

**5. Summary:** Virginia Human Rights Act; public employment; prohibited discrimination; sexual orientation. Prohibits discrimination in employment on the basis of 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 on the basis of 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. See line 8.

**8. Fiscal Implications:** The Attorney General and Department of Law and the Department of Human Resource Management indicate that they will not be fiscally impacted by the bill.

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

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

**11. Other Comments:** Similar to House Bill 179, House Bill 77, and Senate Bill 12

Date: 2/3/16

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