

Department of Planning and Budget 2016 Fiscal Impact Statement

1. Bill Number: SB12

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: Adam P. Ebbin

3. Committee: General Laws and Technology

4. Title: Virginia Human Rights Act; nondiscrimination in public employment.

5. Summary: Nondiscrimination in public employment. Prohibits discrimination in public employment on the basis of sexual orientation or gender identity, as defined in the bill. The bill also codifies for state and local government employment the current prohibitions on discrimination in 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 special disabled veteran or other veteran.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: Indeterminate – 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. However, the changes created by this bill may result in an increase of grievance cases related to discrimination. The impact of the bill is indeterminate because the number of potential cases is unknown.

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

10. Technical Amendment Necessary: No.

11. Other Comments:

Date: 1/27/16

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