

Department of Planning and Budget

2018 Fiscal Impact Statement

1. Bill Number: SB202-E

House of Origin	<input type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input checked="" type="checkbox"/> Engrossed
Second House	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

2. Patron: Ebbin

3. Committee: General Laws and Technology

4. Title: Nondiscrimination in public employment

5. Summary: 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, creed, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, or status as a veteran.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: None.

8. Fiscal Implications: According to the Department of Human Resource Management, current policies prohibit discrimination in public employment on the basis of all protected classes listed in §§ 2.2-3004, 2.2-3900 through 2.2-3903, 2.2-4200, 2.2-4201, 2.2-4310, 2.2-4311, 2.2-4343.1, Code of Virginia, and Executive Order 1 (Governor Northam, 2018), which supersedes and rescinds Executive Order 1 issued by Governor McAuliffe in 2014. This bill adds “pregnancy, childbirth or related medical conditions” and “marital status” as categories. Although not specifically defined in current policy, past practice has addressed these categories.

According to the Attorney General and Department of Law, the proposed legislation is not expected to have a fiscal impact.

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

10. Technical Amendment Necessary: No.

11. Other Comments: The Senate amendments recodify the prohibition of discrimination based on a person’s creed in §§ 15.2-1507 and 22.1-306, Code of Virginia. The Senate amendments did not change the fiscal impact of the proposed legislation.