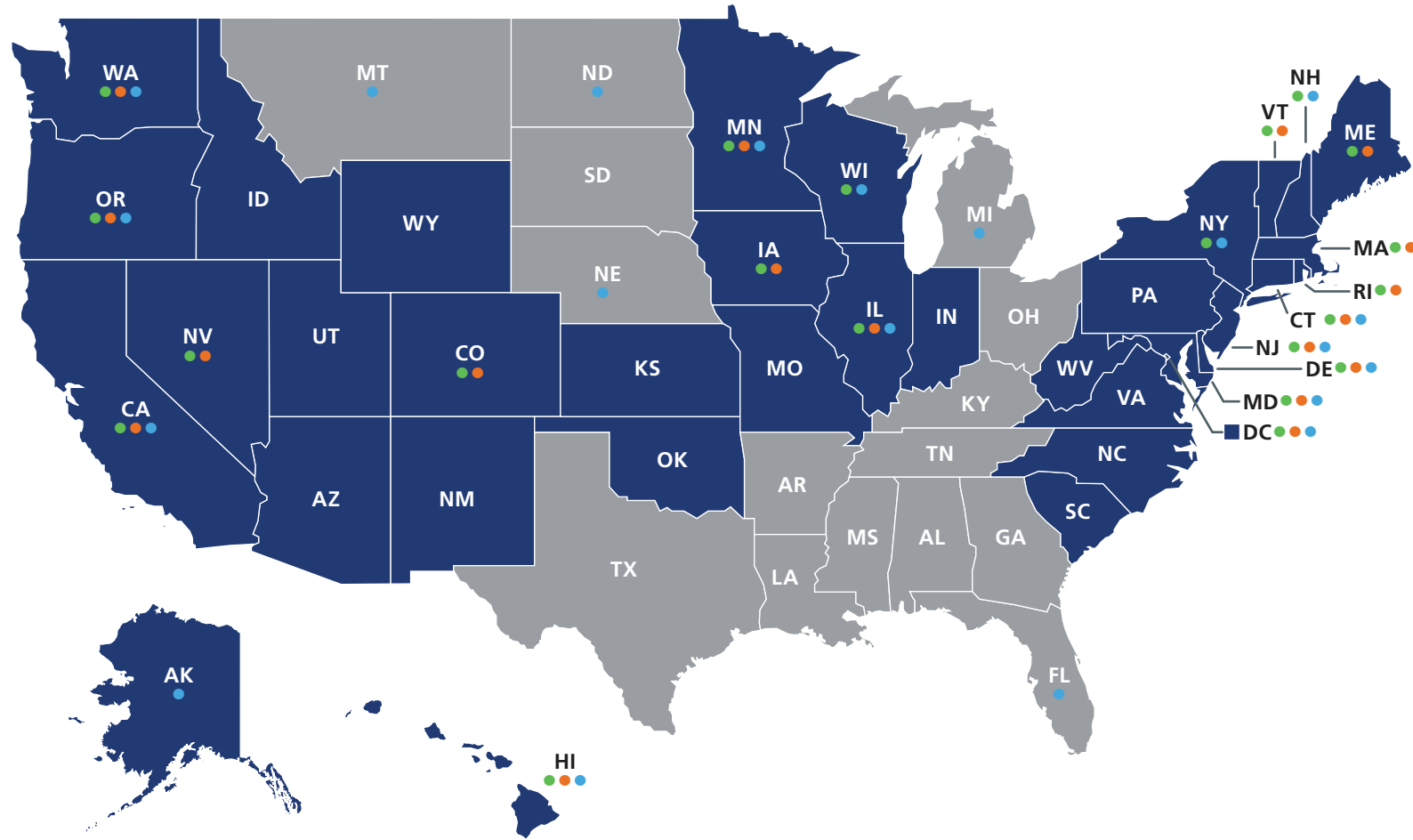


# Non-discrimination Laws

This map was last updated December 8, 2014



States with marriage equality and those with non-discrimination laws applicable to LGBT employees working for private employers:

35

States that have **marriage equality** (including D.C.)

18

States with non-discrimination in private employment based on **gender identity/expression**

21

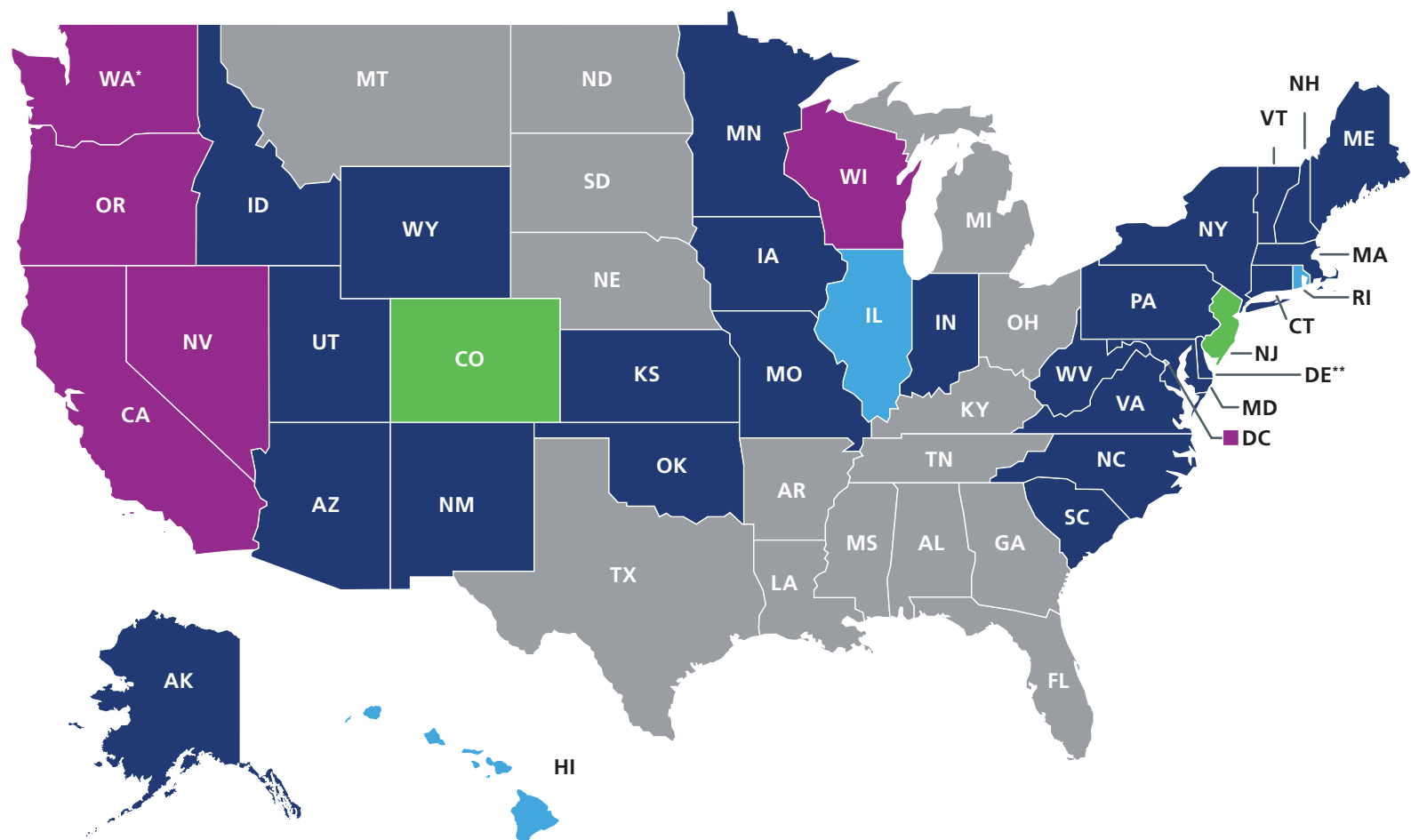
States with non-discrimination in private employment based on **sexual orientation**

20

States with non-discrimination in private employment based on **marital status**

# Application of Leave of Absence Laws

This map was last updated December 8, 2014



## Application of leave of absence laws to same-sex spouses, domestic partners and/or civil unions

**35** States that recognize leave of absence laws for **same-sex spouses** (including D.C.)

**4** States that recognize leave of absence laws for **same-sex spouses** and **civil unions**

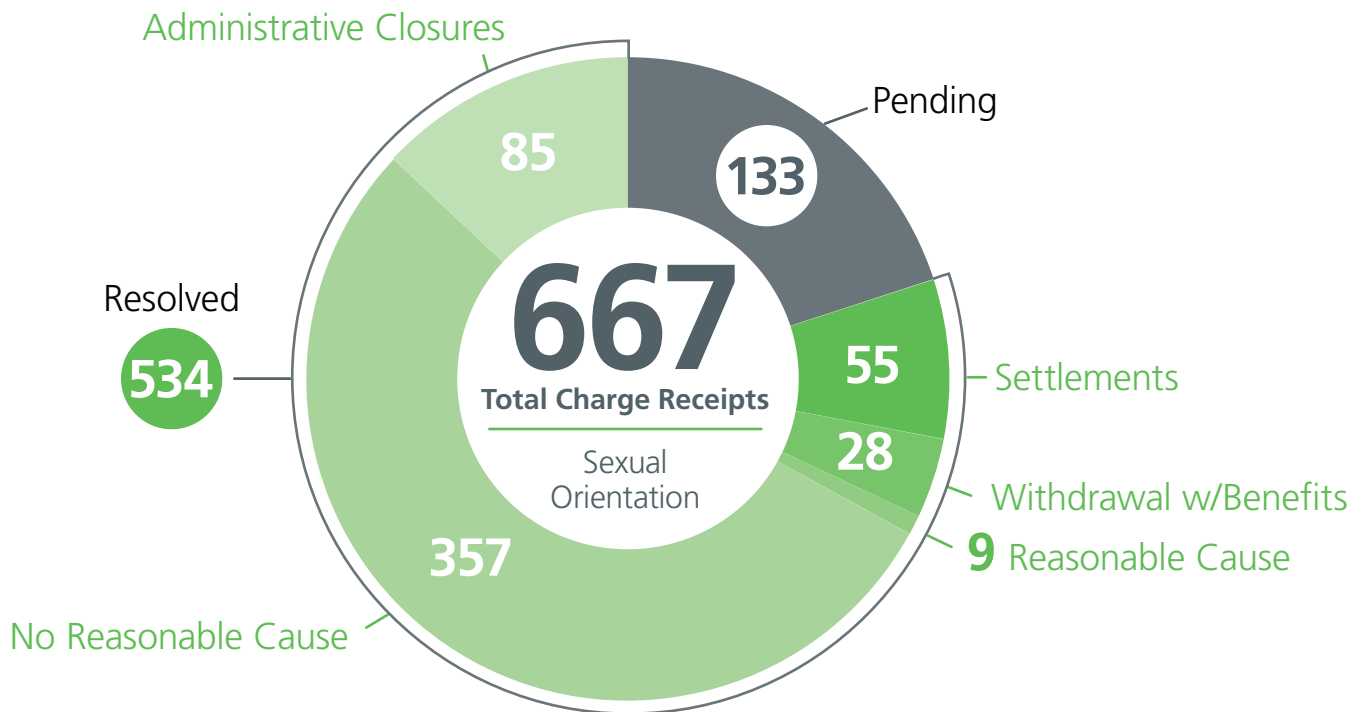
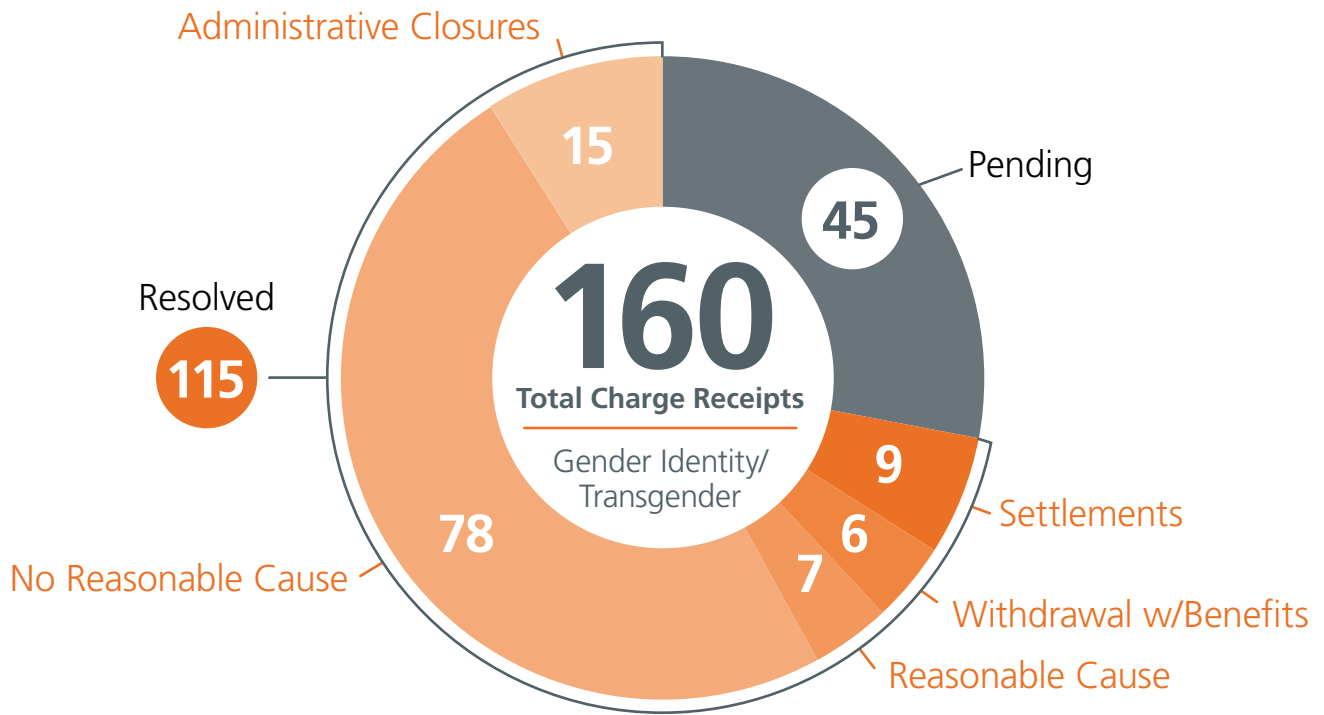
**6** States that recognize leave of absence laws for **same-sex spouses** and **domestic partnerships** (including D.C.)

**2** States that recognize leave of absence laws for **same-sex spouses, domestic partnerships** and **civil unions**

\*WA: Existing domestic partnerships \*\*DE: Civil unions until 07/01/14

# 2013 EEOC Discrimination Charge Data

These graphs were last updated November 4, 2014



# 2014 EEOC Discrimination Charge Data

These graphs were last updated November 4, 2014

