

# State Laws Prohibiting Discrimination Against Employees Based on Their Status as Victims of Domestic Violence, Sexual Assault, and/or Stalking

*This information is for anyone providing support to survivors of domestic violence, sexual assault, and/or stalking (DVSAS). This chart contains a high-level description of state and U.S. territory employment laws that prohibit employment discrimination, harassment, and/or retaliation against private employees who identify as victims of DVSAS. Each state has different ways that they describe these protections, different definitions of domestic violence, sexual assault, and/or stalking, and different methods of enforcement and remedies. These state laws are in addition to other state and federal employment laws that also provide discrimination protections to employees in each state.*

Please review this chart in conjunction with the charts that Workplaces Responds has also created on state laws requiring employers to provide reasonable accommodations for survivors of DVSAS, leave from work for survivors of DVASA, and state laws clarifying eligibility or unemployment insurance benefits for employees who separate from work due to DVSAS.

**Disclaimer:** This chart does not include information on how employees may use these protections. The information in this chart is not legal advice. Please consult with an attorney licensed in your jurisdiction. State laws frequently change. This chart is up to date as of January 7, 2025.

<b>Chart Legend</b>	
	Indicates when a state’s law is silent on employment discrimination protections for employees based on their experience of DVSA.
	Indicates when a state’s law protects employees from employment discrimination based on their experience of DVSA.
* - Employment anti-discrimination protections for an employee are limited to an employee seeking a protective order. ^ - Employment anti-discrimination protections for an employee are limited to taking time off work.	

Workplaces Respond provides technical assistance to workplace stakeholders seeking to better prevent and respond to domestic violence, sexual assault, stalking, and sexual harassment impacting the workplace. Scan this QR code to access the Resource Center.



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<b>State/Territory</b>	<b>Does state law prohibit discrimination, harassment, and/or retaliation based on an employee's status as a victim of domestic violence, sexual assault, and/or stalking?</b>	<b>Which forms of violence (domestic violence, sexual assault, and/or stalking) are expressly included in the law?</b>	<b>Citation</b>
Alabama	No	None	N/A
Alaska	No	None	N/A
Arizona	No	None	N/A
Arkansas	No	None	N/A
California	Yes	Domestic Violence Sexual Violence	Cal. Lab. Code § 230 (2019)
Colorado	Yes	Domestic Violence Sexual Assault Stalking Other domestic-violence related crimes	Colo.Rev.Stat. § 24-34-402.7 (2014)
Connecticut	Yes	Domestic Violence	Conn. Gen. Stat. § 46a-60(b)(1) (2022).
Delaware	Yes	Domestic Violence Sexual Offense Stalking	Del. Code. Ann. tit. 19, § 711(i)(2022).
D.C.	Yes	Domestic Violence Sexual Violence Stalking	D.C. Code § 2-1402.11(c-1)(2023)
Florida	No	None	N/A
Georgia	No	None	N/A
Guam	No	None	N/A
Hawaii	Yes	Domestic Violence Sexual Violence	Haw. Rev. Stat. § 378-2 (2020)
Idaho	No	None	N/A
Illinois	Yes	Domestic Violence Sexual Violence Gender Violence	820 ILCS 180 (2024)
Indiana	Yes*	An employer may not terminate an employee based on the employee seeking a protective order  An employer may not terminate an employee for the actions of an individual against whom the employee has sought a protective order	Ind. Code § 22-5-7-2
Iowa	Yes*	An employer may not discriminate against an employee for participating in a criminal case or a civil case about domestic abuse	Iowa Code § 915.23 (2008).
Kansas	Yes^	Domestic Violence Sexual Assault	Kan. Stat. Ann. § 44-1132 (2021).
Kentucky	No	None	N/A
Louisiana	No	None	N/A

State/Territory	Does state law prohibit discrimination, harassment, and/or retaliation based on an employee's status as a victim of domestic violence, sexual assault, and/or stalking?	Which forms of violence (domestic violence, sexual assault, and/or stalking) are expressly included in the law?	Citation
Maine	Yes*	An employer cannot fail to hire or otherwise discriminate against a job applicant or employee for seeking and receiving an order of protection	Me. Stat. tit. 5, § 4572 (2021).
Maryland	No	None	N/A
Massachusetts	No	None	N/A
Michigan	No	None	N/A
Minnesota	No	None	N/A
Mississippi	No	None	N/A
Missouri	No	None	N/A
Montana	No	None	N/A
Nebraska	No	None	N/A
Nevada	Yes	Domestic Violence Sexual Assault	Nev. Rev. Stat. § 613.223 (2023).
New Hampshire	Yes	Domestic Violence Sexual Assault Stalking Harassment	N.H. Rev. Stat. § 275:71 (2021)
New Jersey	No	None	N/A
New Mexico	No	None	N/A
New York	Yes	Domestic Violence	N.Y. Exec. Law § 296 (2019).
North Carolina	No	None	N/A
North Dakota	No	None	N/A
Ohio	No	None	N/A
Oklahoma	No	None	N/A
Oregon	Yes	Domestic Violence Sexual Assault Harassment Stalking	Or. Rev. Stat. § 659A.290 (2013).
Pennsylvania	No	None	N/A
Puerto Rico	Yes	Domestic Violence Sexual Assault Stalking	29 L.P.R.A. § 146 (2024).
Rhode Island	Yes*	An employer may not discriminate against an employee seeking or obtaining a protective order, or for refusing to seek or obtain one.	R. I. Gen. Laws § 12-28-10 (1988).
South Carolina	No	None	N/A
South Dakota	No	None	N/A
Tennessee	No	None	N/A
Texas	No	None	N/A
Utah	No	None	N/A
Vermont	Yes	On the basis of an employee's status as a crime victim	21 V.S.A. § 495 (2023).
U.S. Virgin Islands	Yes^	Stalking Sexual Assault Domestic Violence	V.I. Code tit. 16, § 99c (2019)
Virginia	No	None	N/A
Washington	Yes	Domestic Violence Sexual Assault Stalking	Wash. Rev. Code § 49.76.115 (2018).

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West Virginia	No	None	N/A
Wisconsin	No	None	N/A
Wyoming	No	None	N/A
Notes	<p>* - Employment anti-discrimination protections for an employee are limited to an employee seeking a protective order.</p> <p>^ - Employment anti-discrimination protections for an employee are limited to taking time off work.</p>		