

**Workplace Fairness Policies of Virginia's 50 Largest Employers** (private, federal, state and local), <sup>1</sup>.

(1) 32 of Virginia's top 50 employers or 64% have *nondiscrimination policies* that prohibit discrimination based on sexual orientation. 24 of the 27 or 88% of the top private employers have *nondiscrimination policies*.

(2) 12 of the 50 or 24% have *policies that prohibit discrimination based on sexual orientation and gender identity*. Only one of these is a public employer. 11 of the 27 or 41% of private employers have such policies.

(3) 18 of the 50 or 36% offer *same-sex partner benefits*. 66% (18) of the 27 top private employers offer *same-sex partner benefits* to their employees.

(4) 11 of the 50 or 22% *protect employees from discrimination based on sexual orientation and gender identity and offer benefits to same-sex partners*. All of these are private employers.

Of the 18 employers that do not have nondiscrimination policies, only 3 (or 6% of the top 50) are private employers. Of the 32 that do not offer same-sex benefits, only 7 (or 14% of the top 50) are private employers. The rest are public sector employers who believe that they lack the legal authority protect employees from discrimination or offer same-sex partner benefits.

RANK	1	2	3	4	Company Name
1					U.S. Department of Defense
2	Y				Wal Mart
3					Fairfax County Public Schools
4	Y	Y			Postal Service
5	Y	Y	Y	Y	Newport News Shipbuilding/Northrop Grumman (100 CEI Score <sup>2</sup> )
6	Y	Y	Y	Y	Food Lion (95 CEI Score)
7	Y				Sentara Healthcare
8	Y				County of Fairfax
9					City of Virginia Beach Schools
10	Y		Y		Inova Fairfax Hospital (DP Benefits, No CEI Score)
11					Prince William County School Board
12	Y	Y	Y	Y	Booz, Allen and Hamilton (100 CEI Score)
13	Y				University of Virginia/Blue Ridge Hospital
14	Y	Y	Y	Y	Target Corp (100 CEI Score)
15					Loudoun County Schools
16	Y		Y		Science Applications International Corporation (DP benefits, no CEI score)
17					U.S. Department of Homeland Defense

<sup>1</sup> 4<sup>th</sup> Quarter 2008, VEC data; <http://www.vec.virginia.gov/vecportal/lbrmkt/plugins/lmiapp.cfm/top50>

<sup>2</sup> Policy information in the chart comes from the Corporate Equality Index, a rating published by the Human Rights Council, the HRC's employer data base, and individual company websites. It is current as of October, 1, 2009.

18					U.S. Department of Commerce
19	Y				Virginia Commonwealth University
20					Chesterfield County School Board
21	Y		Y		Lowe's Home Centers, Inc. (DP benefits, no CEI score)
22					VDOT
23					Henrico County School Board
24	Y				Virginia Tech Cooperative Extension Office
25	Y				George Mason University
26					Norfolk City School Board
27	Y	Y	Y	Y	United Parcel Service (100 CEI Score)
28					Chesapeake City Public School Board
29	Y				Riverside Regional Medical Center
30					City of Virginia Beach
31	Y		Y		Kroger's (75 CEI Score)
32	Y		Y		The Home Depot (85 CEI Score)
33	Y	Y	Y	Y	Dominion/Virginia Electric & Power Company (95 CEI Score)
34	Y				The Titan Corporation/L-3 Communications Holdings
35					First Union National Bank
36	Y	Y	Y	Y	Capital One Bank (100 CEI Score)
37	Y				MCV Hospital
38	Y				University of Virginia Medical Center
39	Y				Bon Secours Richmond Health System
40	Y	Y	Y	Y	Lockheed Martin (100 CEI Score)
41	Y	Y	Y	Y	Giant Food (Ahold) (78 CEI Score )
42					Newport News Public Schools
43	Y				Centra Health
44					City of Norfolk
45	Y	Y	Y	Y	United Airlines (88 CEI Score)
46					Carilion Roanoke Memorial Community Hospital
47	Y		Y		7-Eleven (DP benefits, no CEI score)
48	Y	Y	Y	Y	Bank of America (100 CEI Score)
49	Y		Y		Verizon Virginia, Inc. (70 CEI Score)
50					CK Restaurants/Hardee's