



Oppose HB 77

WHAT THE BILL DOES:

- The bill provides that for the purposes of the Virginia Human Rights Act, an "unlawful discriminatory practice" shall not include conduct that violates any federal administrative policy, rule, or regulation adopted on or after January 1, 2012.

THE FACTS:

- In January 2012, the U.S. Equal Employment Opportunity Commission adopted a bipartisan policy, which lists "coverage of lesbian, gay, bisexual and transgender individuals under Title VII's sex discrimination provisions, as they may apply."¹
- Therefore, under federal law it is illegal to discriminate against a job applicant or employee based on their sexual orientation or gender identity.
- However, as it currently exists, the Virginia Human Rights Act does not include protections for individuals who are discriminated against due to their sexual orientation or gender identity.

WHY WE OPPOSE IT:

- HB 77 is unnecessary and discriminatory in nature.
- Under existing state law, sexual orientation and gender identity are not currently protected under the Virginia Human Rights Act. Therefore, it is not necessary to create legislation to specifically state that this protection does not exist.
- All Virginians, regardless of sexual orientation or gender identity, deserve the opportunity to enjoy places of public accommodation free from fear of discrimination.

¹http://www.eeoc.gov/eeoc/newsroom/wysk/enforcement_protections_lgbt_workers.cfm

Equality Virginia is a state-wide, non-partisan advocacy, outreach, and education organization leading the Commonwealth toward equality for lesbian, gay, bisexual, and transgender Virginians.