



# Gay, Lesbian, Bisexual & Transgender Civil Rights Laws In the U.S.

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of the National Gay and Lesbian Task Force**

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## **Note**

The information contained in this publication is always subject to change, as new laws and policies are being enacted almost every day. The Policy Institute of the National Gay and Lesbian Task Force will issue periodic updates of this publication to reflect these changes.

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# Introduction

This publication lists state and municipal laws that concern gay, lesbian, bisexual and transgender rights. These include hate crimes laws, sodomy statutes, domestic partnership laws and registries, anti-same-gender marriage statutes, and state, city, and county ordinances which include coverage against discrimination on the basis of sexual orientation. Wherever possible, gay rights laws that have been repealed have also been included.

This report gives an overview of the legal status of gay, lesbian, bisexual and transgendered people nationally and state by state. It provides details about what kinds of discrimination civil rights laws ban, what benefits domestic partnership measures provide and what penalties the hate crimes laws enforce, what penalties anti-gay laws require. Whenever possible, details regarding the obstacles present in the enforcement of existing laws are given. Additionally, complex genealogies of laws have been provided when that information was available and relevant.

Municipal and state law making on issues affecting gay, lesbian, bisexual and transgendered persons is very dynamic. Laws are introduced, passed, challenged and even repealed each month. Researchers and readers would be wise to remember that any listing of laws in an area filled with as much activity as this will change rapidly and continuously. The National Gay and Lesbian Task Force tracks local and state gay, lesbian, bisexual, transgender laws and welcomes all corrections, additions and clarifications for future updates.

## Summary of Civil Rights Laws Included in this Publication

**Statewide Civil Rights Laws:** For each state listed, numerical codes indicate what areas of coverage are included in civil rights laws, if any. For example, if a state has a civil rights law which protects all the residents of the state from discrimination on the basis of sexual orientation in public employment, a "1" will be listed next to the state name to indicate this coverage.

**Hate Crimes Laws:** Hate crimes laws include measures for data collection and/or increased penalty for crimes motivated by bias. States with such laws keep a record of bias crimes (crimes committed because of bias on the basis of race, age, national origin, sexual orientation or whatever categories are included in the law) and/or give a more severe punishment to people who commit crimes motivated by bias. In this publication, a footnote details if the law only covers data collection, but does not include an increased penalty.

**Sodomy Laws:** Almost half of the states in the U.S. still have statutes which criminalize "sodomy." "Sodomy" is defined in a number of ways, always as sexual acts that are criminalized either because of the body parts involved or the gender of the persons engaging in sexual relations. This publication, lists whether a state has a sodomy statute and, if so, what it is called, whether it applies only to same-gender sex, and what punishment it entails.

**Local Laws:** Cities and counties can also pass civil rights laws which protect people from discrimination on the basis of sexual orientation. In this publication, cities with laws against discrimination on the basis of sexual orientation are listed by state, and the scope of coverage provided by local laws is indicated by numerical codes.

**Domestic Partnership:** Domestic partnership is the general term for a number of different kinds of laws related to state recognition of the committed relationships of unmarried persons. Domestic partnership is important for same-gender couples because they are not permitted to marry by law in the U.S., so they do not have access to the rights and privileges that come with marriage. In some situations, domestic partnership can help such couples gain access to some of the rights and privileges of marital status.

One common confusion about domestic partnership is the difference between the policies of private companies and recognition by states and cities. Private domestic partnership policies are not included in this publication. Such lists are maintained by and available from the NGLTF Policy Institute. This publication only lists cities and states that recognize domestic partners.

Domestic partnership recognition in cities and states varies greatly, from allowing couples to register as partners with the state, city, or county, to providing partner benefits for state, city or county employees, to recognition which only extends as far as partner memberships in city swimming pools. Whenever available, detailed descriptions of the kind of domestic partnership benefits offered is provided. However, in some places the only information available was the existence of a domestic partnership policy; the scope of that recognition was not clear.

**Anti-Same-Gender Marriage Laws:** In all fifty states today, marriages are not allowed between persons of the same gender. Since the early 1990's a law suit has challenged the state of Hawaii to grant marriage licenses to same-gender couples. The case is now on appeal, after a favorable lower court decision. Regardless of the outcome in Hawaii, many states have enacted a flurry of anti-gay marriage laws. In 1996, the U.S. Congress passed the "Defense of Marriage Act" (DOMA), a law which may be unconstitutional, giving states and the federal government the ability to refuse to recognize same-gender marriages granted in states which make them legal. States have also passed their own laws stating that they will not recognize same-gender marriages allowed in other states.

**Executive Orders:** In many states, laws against discrimination are won through executive orders issued by governors. This publication indicates when an anti-discrimination law has been won through executive order. In some states, executive orders are automatically passed on to a new governor unless s/he specifically chooses to remove them. In other states, executive orders are not passed on to a new governor unless s/he specifically chooses to re-issues them. When executive orders appear in this publication, the year indicated is the year that they were first issued. If an anti-discrimination executive order is in danger of being removed at the end of a governor's term, it is so indicated.

# Methodology

The information in this report was gathered through phone calls to local civil rights organizations, city clerks, human rights commissions, governors' offices and human resource offices in the places listed, as well as through reference to city, county and state webpages. The research began with the Lambda Legal Defense and Education Fund list of gay rights ordinances, a list of places with domestic partnership provided on the Human Rights Campaign's webpage, and the National Gay and Lesbian Task Force's publications *All Politics Is Local* and *Capital Gains and Losses*. The information from these publications was confirmed and corrected, and additions were made through phone and Internet contacts.

Every effort was made to include all civil rights achievements in cities, states and counties in the US in this report, but it is inevitable that some were missed and that some changes will occur between the time of writing and the time of publication. We apologize for any omissions or mistakes, and encourage you to contact us with updates and corrections so that we can continue to report the most up-to-date information possible. Many thanks to those who contributed information to this publication, and to the activists, politicians and voters who have promoted an anti-discrimination agenda.

# Discussion

Throughout the process of gathering information which would give a sense of the climate of the places surveyed for lesbian and gay civil rights, what was continually apparent was the diversity of ways in which gay, lesbian, bisexual and transgender rights are secured and protected. Behind almost every accomplishment or setback, there is a long story of compromise and struggle. These stories range from the passage of domestic partnership legislation which is immediately undermined through defunding (D.C.); to hate crimes bills which fail to include heightened criminal penalties for hate crimes involving sexual orientation (MT, UT); to slow, incremental achievement of employment non-discrimination laws through continued negotiation with state government (CA). Prohibitions against discrimination on the basis of sexual orientation are located not only in legislation that passes city councils and state legislatures, but also in personnel policies and human resource guidelines. The politics that surround the acquisitions of these policies are often heated, especially as right-wing politicians and activists target these developments. The result is too often the repeal of laws detailed throughout this report, such as the case in Salt Lake City, Utah where an anti-discrimination law passed in December, 1997 and was repealed in January, 1998. Additional problems occur when, after much hard work to pass an anti-discrimination ordinance, courts refuse to enforce the legislation (TX), or when a law is unenforceable because some fundamental part of it, like the right to go to court with claims (Northampton County, PA) or the funding to enforce it (Lancaster, PA), is omitted from the legislation. In these ways, the work of activists is often undermined or compromised.

Civil rights legislation that includes sexual orientation is often hard won, but can be achieved in some of the most unlikely places, and through surprising tactics. In Shorewood Hills, WI, the first domestic partnership legislation passed only covers city pool memberships. This seems small, but it is the doorway through which activists there are now making far greater steps toward equal benefits for unmarried partners. In Troy, ID, a city of less than 700 people, anti-discrimination legislation in public employment has been protecting lesbian and gay employees since 1994. These cities are examples of the ways in which civil rights advances are made in small steps, and through strange chronologies, but can, nonetheless, prevail\*.

This report is filled with examples of the gradual expansions of civil rights laws to include people previously not protected against discrimination because of their sexual and gender identity. In the past few years, many cities have considered, and some passed, anti-discrimination ordinances and policies that specifically protect transgendered people. However, such laws are still too rare. Hopefully expansions will continue, and repeals will be warded off by activists and supportive political leaders working hard for equality in their local communities.

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\* For a more detailed discussion of municipal gay rights ordinances, see *Private Lives, Public Conflicts: Battles over Gay Rights in American Communities*. Jim W. Button, Barbara A. Rienzo, Ken D. Wald, (Washington, D.C.: Congressional Quarterly Press, 1997).

# Federal Civil Rights Laws

Currently, there is no federal civil rights law which prohibits discrimination in public employment, public accommodations, private employment, education, housing, credit, and/or union practices. However, there are some federal civil rights laws and policies which are relevant to the status of GLBT people in the US.

**Executive Orders:** On May 28, 1998, President Clinton signed an executive order entitled Further Amendment to Executive Order 11478, Equal Employment Opportunity in the Federal Government. The order provides a uniform policy for the Federal government which prohibits discrimination on the basis of sexual orientation in the federal civilian workforce. It is the first time that the policy has been stated in the executive order of the President. This executive order adds “sexual orientation” to the list of categories for which discrimination is prohibited in Executive Order 11478 (i.e. race, color, religion, sex, national origin, handicap, or age).

**Federal Employment:** In 1978, the Civil Service Reform Act established the US Office of Special Council to investigate allegations of prohibited personnel practices in the Civil Service. In 1980, the act was interpreted to include sexual orientation discrimination as a prohibited personnel practice. This interpretation was reiterated by James King, Director of the Office of Personnel Management, in a 1994 letter. However, no cases have yet been ruled on by the Office of Special Council under this interpretation. Sources at the Federal government report that the agencies do not routinely inform employees about their right to file complaints of sexual orientation discrimination. The President’s recent executive order seeks to create a uniform policy and establish channels for redress in keeping with preexisting policy.

**Hate Crimes:** The Hate Crimes Statistics Act of 1990 requires the Justice Department to collect statistics on bias crime committed on the basis of a number of categories, including sexual orientation. In 1996, the act was reauthorized and data collection extended to the year 2002. This act only requires data collection and does not give the federal government authority to prosecute anti-GLBT crimes. Prosecution of bias crimes is currently a local and state matter. Currently, under the Hate Crimes Sentencing Enhancement Act, an anti-GLBT crime can be prosecuted federally only if it occurs on federal property, such as a national park. In order to expand federal prosecution of hate crimes, the Hate Crimes Prevention Act (HCPA) has been introduced into the U.S. Congress. The HCPA would enable federal prosecution and enhanced penalties for crimes manifesting bias based on perceived, or real, sexual orientation, race, color, religion, national origin, ethnicity, gender and disability.

**Sodomy:** The Uniform Code of Military Justice includes a sodomy provision. This provision makes sodomy punishable by imprisonment. It is generally enforced in cases of non-consensual sodomy, especially cases involving minors, but it has been enforced in cases involving consensual sodomy between adults.

**Domestic Partnership:** Currently, there is no federal domestic partnership benefits policy.

# Key to the States

On the following pages you'll find an alphabetical guide to state and local laws and policies concerning sexual orientation. It is designed to be as "user friendly" as possible. Both state and local laws have been analyzed and charted into a grid corresponding to seven different categories of protection. They are:

- public employment = 1
- public accommodations = 2
- private employment = 3
- education = 4
- housing = 5
- credit = 6
- union practices = 7

Below is a model demonstrating the layout of information:

<b>Any State</b>	Statewide Rights Protections (if any)	Population
State hate crimes legislation (if any)		
Status of state sodomy law(s) (if any)		
State anti-same-sex marriage law (if any)		
State domestic partnership law (if any)		
City (County) Year of Passage	Civil Rights Protections	Population
	1 2 3 4 5 6 7	

Domestic partnership laws: Locality (Year of Passage)





# State By State

Numerical Codes  
for Civil Rights Laws:  
public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7



## Alabama

4,253,000<sup>1</sup>

Sexual orientation not in hate crimes laws  
Sodomy law: M 13A-6-65, Sexual Misconduct, 1 year/\$2000.  
Anti-same-gender marriage law passed in 1998



## Alaska

604,000

Sexual orientation not in hate crimes laws  
No sodomy law (repealed in 1980)  
Anti-same-gender marriage law passed in 1996



## Arizona

4,218,000

Sexual orientation in hate crimes laws<sup>2</sup>  
Sodomy laws: M 13-1411, Crime Against Nature (anal intercourse), 30 days/\$500; M 13-1412, Lewd and Lascivious Acts, 30 days/\$500  
Anti-same-gender marriage law passed in 1996

Phoenix (Maricopa) 1992	1							1,012,230 <sup>3</sup>
Tucson (Pima) 1997	1	3						415,079

Domestic partnership: Tucson (1997), Pima County (1998)



## Arkansas

2,484,000

No hate crimes laws based on any characteristics  
Sodomy law: M 5-14-111, Sodomy, 1 year/ \$1000, same-gender only.  
Passed and signed into law by governor in 1977.  
Anti-same-gender marriage law passed 1997



## California

1<sup>4</sup> 2<sup>5</sup> 3<sup>6</sup> 4<sup>7</sup>

31,589,000

Sexual orientation in hate crimes laws  
No sodomy law (Repealed in 1976)  
No anti-same-gender marriage law

Alameda County 1990	1							1,345,900
Alameda City 1978	1			5	6			78,500
Berkeley (Alameda) 1978	1	3	4	5	6	7		101,724
Cathedral City (Riverside) 1987	1	2	3	4	5	6	7	33,570
Cupertino (Santa Clara) 1975	1							41,723
Daly City (San Mateo) 1976	1							93,358
Davis (Yolo) 1986	1	2	3	5	6	7		47,191

<sup>1</sup>All state population figures from 1995. *Statistical Abstract of the United States* 116th edition. U.S. Department of Commerce, Washington, D.C., 1996.

<sup>2</sup>Arizona hate crime data collection law includes sexual orientation, but hate crime penalty laws do not.

<sup>3</sup>All city populations figures are from 1994. U.S. Bureau of Census. *County and City Data Book: 1994* Washington, D.C.: U.S. Government Printing Office, 1994.

<sup>4</sup>1979 by executive order under Gov. Jerry Brown. California also has protection against discrimination on the basis of sexual orientation in insurance. In 1990 the state Health and Safety Code was revised to add section 1365.5 which prohibits discrimination by HMO's.

<sup>5</sup>1951.

<sup>6</sup>1979-1990. Protection against discrimination in private employment has been incremental. In 1979 openly gay people gained this protection in a California Supreme Court's decision. The Court understood sections 1101 and 1102 of the Labor Code which protect employees' political actions and affiliations to protect an employee's choice to be openly homosexual as a political act. This was extended to closeted homosexual employees by an attorney general's opinion in 1983 which ruled that the choice to not be open about one's homosexuality is also a political act and employers may not discriminate against closeted homosexuals as well. In 1990, Gov. Wilson signed into law the addition to the Labor Code, section 1102.5, which made discrimination on the basis of sexual orientation in private employment illegal, and punishable through fines and civil penalties.

<sup>7</sup>Protection in education came in 1992.

## California (cont.)

Hayward (Alameda) 1994	1	2	3	4	5	6	115,189
Laguna Beach (Orange) 1984	1	2	3	4	5	6	23,170
Long Beach (Los Angeles) 1987	1	3					438,771
Los Angeles (Los Angeles) 1979	1	2	3	4	5	6	3,489,779
Mountain View 1975	1	2	3	4	5	6	66,941
Oakland (Alameda) 1984	1	2	3	4	5	6	373,219
Pacifica (San Mateo) 1992	1						38,637
Riverside (Riverside) 1997	1						238,601
Sacramento (Sacramento) 1986	1	2	3	4	5	6	382,816
San Diego (San Diego) 1990	1 <sup>8</sup>	2	3	4	5	6	1,148,851
San Francisco (San Francisco)	1	2	3	4	5	6	728,921
San Jose <sup>10</sup> (Santa Clara) 1985	1						801,331
San Mateo County 1992	1	3	5				649,623
Santa Barbara County 1979	1						369,608
Santa Barbara 1993	1	4					85,119
Santa Cruz County 1981	1						49,711
Santa Monica 1984	1	2	3	4	5	6	87,064
West Hollywood 1984	1	2	3	4	5	6	35,209

Domestic partnership<sup>11</sup>: Berkeley (1984), Laguna Beach (1990, registry and benefits), Los Angeles (1989, 1994<sup>12</sup>), Los Angeles County (1996), Oakland (1995, 1996), Palo Alto (1997), Sacramento (1995), San Diego (1993), San Francisco (1991<sup>13</sup>), Santa Cruz (1986), West Hollywood (1985, 1987<sup>14</sup>), County of San Mateo (1992), County of Santa Cruz (1990)

## State By State

Numerical Codes
for Civil Rights Laws:
public employment = 1
public accommodations = 2
private employment = 3
education = 4
housing = 5
credit = 6
union practices = 7



## Colorado<sup>15</sup>

1<sup>16</sup> 3,747,000

Sexual orientation not in hate crimes laws  
No sodomy law (repealed in 1972)  
No anti-same-gender marriage law

Aspen (Pitkin) 1977	1	2	3	5	5,049		
Boulder (Boulder) 1988	1	2	3	5	85,616		
Boulder County 1987	1				225,339		
Crested Butte 1993	1	2	3	5	878		
Colorado Springs 1997	1				281,140		
Denver (Denver) 1990	1	2	3	4	5	7	483,852
Fort Collins 1998	1	2	3	5	106,223		
Jefferson County 1997				4	498,300		
Telluride (Denver) 1993	1	2	3	5	1,292		

Domestic partnership: Denver (1996), Boulder (1996)

<sup>8</sup>1972.

<sup>9</sup>1978.

<sup>10</sup>San Jose also had protection against discrimination on the basis of sexual orientation in private employment but it was repealed.

<sup>11</sup>In California, all domestic partnership registries and benefits for city workers apply to opposite-sex and same-sex couples with the exception of some benefits in Oakland. The dental and vision benefits granted to domestic partners of city employees in Oakland in 1995 were for same-sex and opposite-sex couples, but the medical benefits added later were specified only for same-sex couples. This is currently being challenged by lawyers who assert that this distinction is not legal under California state laws.

<sup>12</sup>In 1989 Los Angeles extended sick leave and bereavement leave benefits to domestic partners. In 1994, medical, dental and vision benefits were added.

<sup>13</sup>San Francisco has a domestic partnership registry only, and does not have domestic partnership benefits for city employees.

<sup>14</sup>In 1985, West Hollywood got its domestic partnership registry. The benefits for city employees were added in 1987.

<sup>15</sup>Amendment 2, an anti-gay ballot initiative passed in 1992, forbid the implementation of local civil rights laws. On May 20, 1996, the US Supreme Court ruled 6-3 in the historic case *Romer v. Evans* to declare Amendment 2 unconstitutional.

<sup>16</sup>The 1990 executive order will expire in January 1999 when the governor who issued the order leaves office.

# State By State

Numerical Codes  
for Civil Rights Laws:  
public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7



## Connecticut

1 2 3 4 5 6 7<sup>17</sup> 3,275,000

Sexual orientation in hate crimes laws  
No sodomy law (repealed in 1971)  
No anti-same-gender marriage law

Hartford (Hartford) 1977	1	2	3	4	5	6	7	131,995
New Haven (New Haven) 1991	1	2	3	4	5	6	7	123,966
Stamford (Fairfield) 1991	1	2	3	4	5	6	7	107,590

Domestic partnership: Hartford (1993)



## Delaware

717,000

Sexual orientation in hate crimes laws  
No sodomy law (repealed in 1973)  
Anti-same-gender marriage law passed in 1996



## District of Columbia

1 2 3 4 5 6 7<sup>18</sup> 585,221

Sexual orientation in hate crime laws  
No sodomy law (repealed in 1993)  
No anti-same-gender marriage law  
Districtwide domestic partnership (1992)<sup>19</sup>



## Florida

14,166,000

Sexual orientation in hate crimes laws  
Sodomy law: M 800.02, Unnatural and Lascivious Act,  
60 days/\$500  
Anti-same-gender marriage law passed 1997

Broward County 1995	1	2	3	4	5	6	7	1,255,488
Key West (Monroe) 1991	1	2	3	4	5	6	7	24,832
Miami Beach 1992	1	2	3	4	5	6	7	90,896
Palm Beach County 1990	1	2	3	4	5	6	7	863,518
Tampa 1991	1	2	3	4	5	6	7	284,737
West Palm Beach 1990	1	2	3	4	5	6	7	67,723

Domestic partnership: Key West (1998), West Palm Beach (1992),  
Alachia County (Passed April 1993, repealed 1994 by ballot  
initiative), Hillsborough County (1991, repealed 1995)

<sup>17</sup>1991.

<sup>18</sup>1977.

<sup>19</sup>D.C. passed domestic partnership legislation but it was immediately defunded so that a way to register was never set up. Activists in D.C. have devised a strategy for registration which involves sending the proper paperwork to the city government via registered mail. The proof of registration is the receipt which verifies that the materials were received.



# Georgia

7,201,000

No hate crimes laws based on any characteristics  
Sodomy law: F 16-6-2, Sodomy, 1 to 20 years. Upheld in *Bowers v. Hardwick*, 478 U.S. 186 (1986). M 16-6-15, Solicitation of Sodomy, 1 year/\$1000  
Anti-same-gender marriage law passed in 1996

Atlanta (Fulton) 1986	1	394,848
Fulton County 1992	1	648,951
Lythia Springs 1997	1	11,403
Tybee Island 1996	1	2,842

Domestic partnership: Atlanta (1993)

## State By State

Numerical Codes  
for Civil Rights Laws:  
public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7



# Hawaii

1 3<sup>20</sup> 1,187,000

No hate crimes laws based on any characteristics  
No sodomy law (repealed in 1973)  
Anti-same-gender marriage measure which will go to voters for possible ratification in 1998 passed in 1997  
Statewide domestic partnership (1997)

Honolulu (Honolulu) 1988	1	371,320
Honolulu County 1988	1	836,231



# Idaho

1,163,000

Sexual orientation not in hate crimes laws  
Sodomy law: F 18-6605, Crime Against Nature, 5 years to life  
Anti-same-gender marriage law passed in 1996

Troy 1994	1	699
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# Illinois

1<sup>21</sup> 11,830,000

Sexual orientation included in hate crimes law.  
No sodomy law (repealed in 1962)  
Anti-same-gender marriage law passed in 1996

Champaign (Champaign) 1977	1	2	3	4	5	6	7	64,350
Chicago (Cook) 1988	1	2	3	4	5	6		2,768,483
Cook County 1993	1	2	3	4	5	6		5,105,067
Evanston (Cook) 1980	1				5	6		74,188
La Grange 1993					5			15,362
Oak Park (Cook) 1993	1	2			5			54,217
Urbana(Champaign) 1979	1	2	3	4	5			36,081

Domestic partnership: Chicago (1997), Oak Park (1997)



# Indiana

5,803,000

No hate crimes laws based on any characteristics  
No sodomy law (repealed in 1977)  
Anti-same-gender marriage law passed in 1997

Bloomington <sup>22</sup> 1993	1	2	3	4	5	61,503
Lafayette 1993	1	2	3	4	5	45,147
West Lafayette 1993	1	2	3	4	5	26,092

Domestic partnership: Bloomington (executive order, 1997)

<sup>20</sup>1991.

<sup>21</sup>By executive order, 1996.

<sup>22</sup>Anti-discrimination efforts in Bloomington do not assign punishment to sexual orientation discrimination that is equal to the punishment for discrimination on the basis of the other characteristics included in the laws. In sexual orientation cases, fines cannot be applied and people cannot be called in for testimony. The only power given by this ordinance is the power to publicize the case and damage the reputation of the person practicing the discriminatory practices.

# State By State

Numerical Codes  
for Civil Rights Laws:  
public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7



## Iowa

2,842,000

Sexual orientation in hate crimes laws  
No sodomy law (repealed in 1978)  
Anti-same-gender marriage law passed in 1998

Ames (Story) 1991	1	2	3	4	5	6	7	46,672
Iowa City (Johnson) 1977 <sup>23</sup>	1	2	3			6	7	59,313

Domestic partnership: Iowa City (1994)



## Kansas

2,565,000

No hate crimes laws based on any characteristics  
Sodomy law: M 21-3505, Sodomy, 6 months/\$1000, same-gender only  
Anti-same-gender marriage law passed in 1996

Lawrence 1995	1	2	3	5	67,824
Wichita <sup>24</sup>					311,746



## Kentucky

3,860,000

Sexual orientation in hate crime laws  
No sodomy law (Struck down in *Commonwealth v. Wasson*  
S.W.2d 487 (1992)  
Anti-same-gender marriage bill passed in 1998

Henderson <sup>25</sup> 1994	1				26,453
Louisville <sup>26</sup> 1991	1				271,038



## Louisiana<sup>27</sup>

4,342,000

Sexual orientation in hate crimes laws  
Sodomy law<sup>28</sup>: F 14.89, Crime Against Nature, 5 years/\$2000  
Same-gender marriage ban enacted in 1803

New Orleans (Orleans) 1991	1	2	3	5	489,595
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Domestic partnership: New Orleans (1993)

<sup>23</sup>In 1994, the Iowa City anti-discrimination ordinance was expanded to include transgendered people.

<sup>24</sup>In 1977, Wichita passed an ordinance which protected against discrimination on the basis of sexual orientation in public housing, but repealed that law in 1978. Also, Wichita has a city-wide hate crimes law which includes sexual orientation as a basis for which a person can be prosecuted for bias crime (1990).

<sup>25</sup>Henderson's protection occurred not through an ordinance passed by the city council, but through the revision of a policy in the city's personnel department.

<sup>26</sup>Louisville has a city-wide hate crimes law.

<sup>27</sup>Louisiana used to have a statewide executive order which protected against discrimination on the basis of sexual orientation in public employment, but when the current governor took office he did not choose to continue the previous governor's order, so it is no longer on the books. It stopped being effective in August of 1996.

<sup>28</sup>The Louisiana sodomy law is currently being challenged.



# Maine

1 2 3 5 6<sup>29</sup> 1,241,000

Sexual orientation in hate crimes laws  
No sodomy statute (repealed in 1976)  
Anti-same-gender marriage law passed in 1997

Lewiston<sup>30</sup> 38,031  
Portland (Cumberland) 1992 1 2 3 4 5 6 62,756

# State By State

Numerical Codes

for Civil Rights Laws:

- public employment = 1
- public accommodations = 2
- private employment = 3
- education = 4
- housing = 5
- credit = 6
- union practices = 7



# Maryland

1<sup>31</sup> 5,042,000

Sexual orientation in hate crimes laws<sup>32</sup>  
Sodomy law: F 27-553, Sodomy, 10 years F 27-554, Unnatural or  
Perverved Sexual Practices, 10 years/\$1000. Found not to apply to  
noncommercial, heterosexual activity in private.  
No anti-same-gender marriage law

Baltimore 1988 1 2 3 4 5 726,096  
Howard County 1976 1 2 3 4 5 6 7 187,328  
Montgomery County 1984 1 2 3 5 6 7 757,027  
Prince George County 1991 1 729,268  
Rockville (Montgomery) 1990 1 2 3 4 5 6 7 45,165  
Takoma Park (Prince George) 1993 1 16,700

Domestic partnership: Baltimore (1994), Takoma Park (1994)



# Massachusetts

1 2 3 4 5 6 7<sup>33</sup> 6,074,000

Sexual orientation in hate crime laws  
Sodomy law: F 272-34, Crime Against Nature, 20 years F  
272-35, Unnatural and Lascivious Acts, 5 years/\$100-  
\$1000

No anti-same-gender marriage law  
Statewide domestic partnership (1992)

Amherst 1976 1 2 3 4 5 6 7 35,288  
Boston (Suffolk) 1984 1 2 3 4 6 7 557,675  
Cambridge (Middlesex) 1984 1 2 3 4 5 6 7 93,554  
Malden (Middlesex) 1984 1 2 3 4 5 6 53,709  
Worcester 1986 1 2 3 4 5 6 163,414

Domestic partnership: Cambridge (1992), Springfield (1997), Boston  
(1993), Brookline (1993), Provincetown (1993)

<sup>29</sup>In 1995, a statewide anti-gay ballot measure was defeated in Maine. In 1997, Maine passed a statewide civil rights law. It was subsequently repealed by the voters in 1998 without ever taking effect.

<sup>30</sup>Lewiston had a civil rights ordinance which was passed and then repealed in 1993.

<sup>31</sup>Executive Order, 1995.

<sup>32</sup>Maryland hate crime data collection law includes sexual orientation, but hate crime penalty laws do not.

<sup>33</sup>Protection in Union Practices passed in 1989. In addition to these statewide protections, the Governor's office of Massachusetts oversees the Safe Schools program for Gay and Lesbian Youth.

# State By State

Numerical Codes  
for Civil Rights Laws:  
public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7



## Michigan

9,549,000

Sexual orientation not in hate crimes laws<sup>34</sup>  
Sodomy law: 750.158, Crime Against Nature, felony with 15 year maximum  
Anti-same-gender marriage law passed in 1996

Ann Arbor 1978	1	2	3	5	6	7	109,766
Birmingham 1992		2		5	6		19,997
Detroit (Wayne) 1979	1	2	3	4	5	6	1,012,110
East Lansing 1986	1	2	3	5	6	7	48,513
Flint (Genessee) 1990	1	2	3	4	5	7	139,311
Ingham County 1987	1						282,912
Saginaw (Saginaw) 1984	1		4	5			70,719
Ypsilanti 1997	1	3	5				24,846

Domestic partnership: Ann Arbor 1991, East Lansing (1993), Lansing (passed and repealed in 1996)



## Minnesota

1 2 3 4 5 6<sup>35</sup>

4,610,000

Sexual orientation in hate crimes laws<sup>36</sup>  
Sodomy law: M 609.293, Sodomy, 1 year/\$3000  
Anti-same-gender marriage law passed in 1997

Hennepin County 1974	1						1,032,431
Minneapolis (Hennepin) 1975	1	2	3	4	5	6	362,696
St. Paul (Ramsey) 1990	1	2	3	4	5	6	268,266



## Mississippi

2,697,000

Sexual orientation not in hate crimes laws  
Sodomy law: F 97-29-59, Unnatural Intercourse, 10 years  
Anti-same-gender marriage law passed in 1997



## Missouri

5,324,000

Sexual orientation not in hate crimes laws  
Sodomy law: M 566.090, Sexual Misconduct, 1 year/\$1000, same-gender only  
Anti-same-gender marriage law passed in 1996

Columbia 1992	1						73,078
Kansas City (Clay Platte) 1993	1		3	5	7		431,553
St. Louis 1992	1	2	3	4	5	6	383,733

Domestic partnership: St. Louis (1997)

<sup>34</sup>Hate crimes legislation which includes sexual orientation as a category for protection is being proposed in Michigan right now.

<sup>35</sup>Passed in 1993, Minnesota's statewide protections against discrimination on the basis of sexual orientation include protection for transgendered people.

<sup>36</sup>The civil rights ordinance which makes discrimination on the basis of sexual orientation in all these categories illegal covers all municipalities in the state, thereby making many of the city ordinances which pre-existed it redundant.





## Montana

870,000

Sexual orientation not in hate crime laws<sup>37</sup>  
No Sodomy law (repealed in 1997)  
Anti-same-gender marriage law passed in 1997

## State By State

Numerical Codes

for Civil Rights Laws:

public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7



## Nebraska

1,637,000

Sexual orientation in hate crimes laws  
No sodomy law (repealed in 1978)  
No anti-same-gender marriage law



## Nevada

1,530,000

Sexual orientation in hate crimes laws  
No sodomy law (repealed in 1993)  
No anti-same-gender marriage law



## New Hampshire

1 2 3 5<sup>38</sup>

1,148,000

Sexual orientation in hate crime laws  
No sodomy law (repealed in 1975)  
No anti-same-gender marriage law



## New Jersey

1 2 3 4 5<sup>39</sup>

7,945,000

Sexual orientation in hate crimes laws  
No sodomy law (repealed in 1979)  
No anti-same-gender marriage law

Essex County <sup>40</sup> 1990	1	778,204
Newark (Essex) 1990	1	267,849
Vineland (Essex) 1990	1	54,664

<sup>37</sup>Montana's hate crimes law is called the Malicious Harm and Intimidation Act. This act provides a criminal penalty for harassment and intimidation, but does not include the heightened penalty for violence inspired by hate that is typically associated with hate crimes laws.

<sup>38</sup>1998.

<sup>39</sup>1992.

<sup>40</sup>Executive orders in Newark and Vineland, both in Essex County, created protection against discrimination in public employment before the statewide law Against Discrimination was amended in 1992 to include protection against discrimination on the basis of sexual orientation. Thus, the LAD made the city/county executive orders redundant because state law supercedes local law, but they still stand.

# State By State

Numerical Codes  
for Civil Rights Laws:  
public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7



## New Mexico

1,685,000

No hate crimes laws based on any characteristics  
No sodomy law (repealed in 1975)  
No anti-same-gender marriage law

Albuquerque 1994 1 398,492



## New York

1<sup>41</sup>

18,136,000

Sexual orientation not in hate crime laws  
Sodomy law (Struck down in *People v. Onofie* 415 N.E.2d 936 (1980)  
but still on the books)  
No anti-same-gender marriage law

Albany (Albany) 1992	1 2 3 5	99,708
Alfred (Allegany) 1992	1 2 3 4 5 6 7	4,559
Brighton (Monroe) 1992	1	34,455
Buffalo (1984)	1	323,284
East Hampton 1985	1	16,132
Ithaca (Tompkins) 1994	1 2 3 5 7	29,389
New York City 1991	1 2 3 4 5 7	7,311,966
Plattsburgh 1992	1	21,255
Rochester (Monroe) 1983	1	234,163
Southampton 1995	1	44,976
Suffolk County 1988	1	1,321,264
Syracuse 1990	1 2 3 4 5	162,860
Tomkins County 1991	1 2 3 4 5 6 7	94,097
Troy (Rensselaer) 1979	1	54,269
Watertown 1988	1	29,429

Domestic partnership<sup>42</sup>: Albany (1994), Ithaca (1990), New York (1993), Rochester (1994)



## North Carolina

7,195,000

Sexual Orientation not in hate crimes laws  
Sodomy law: F 14-177, Crime Against Nature, 10 years/discretionary  
fine  
Anti-same-gender marriage law passed in 1996

Asheville 1994	1	62,791
Carborro 1990	1	11,533
Chapel Hill 1975	1	43,215
Durham 1986	1	140,926
Raleigh (Wake) 1988	1	220,524

Domestic partnership: Carborro (1994), Chapel Hill (1995)

<sup>41</sup>The executive order which protects against discrimination on the basis of sexual orientation in public employment was issued by Gov. Cuomo in the early 1980's and reissued by Gov. Pataki in 1994. New York also has some protection for same-gender couples in its rent control laws. A 1989 New York State Court of Appeals decision extended rent control to unmarried couples. In the 1997 legislation which revised rent control policies, unmarried partners were included.

<sup>42</sup>Governor Cuomo issued an executive order which granted domestic partnership to all state employees who were involved in collective bargaining. In 1996, Governor Pataki extended this to all state employees with the exception of the NY State Senate.



# North Dakota

641,000

Sexual orientation NOT in hate crimes laws.  
No sodomy law  
Anti-same-gender marriage law passed in 1997

## State By State

Numerical Codes  
for Civil Rights Laws:  
public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7



# Ohio

1<sup>43</sup>

11,151,000

Sexual orientation not in hate crime laws  
No sodomy law (repealed in 1974)  
No anti-same-gender marriage law

Athens 1997	1	2		5	21,265		
Cincinnati <sup>44</sup>					364,278		
Cleveland 1994	1	2	3	4	5	502,539	
Columbus (Franklin) 1984, 1992	1	2	3	4	5	6	642,987
Cuyahoga County 1981	1						1,412,140
Yellow Springs (Greene) 1979	1	2	3	5	6	7	3,973



# Oklahoma

3,278,000

Sexual orientation not in hate crimes laws  
Sodomy law: F 21-886, Crime Against Nature, 10 years, same-gender only  
Anti-same-gender marriage law passed in 1996



# Oregon

3,141,000

Sexual orientation in hate crimes laws  
No sodomy law (repealed in 1972)  
No anti-same-gender marriage law  
Statewide domestic partnership (1998)


Ashland 1993	1	2	3	5	16,234
Corvallis (Benton) 1992	1	2	3	5	44,810
Eugene 1994	1	2	3	5	115,963
Portland (Multnomah) 1987	1	2	3	5	445,458

Domestic partnership: Corvallis (1997), County of Multnomah (1993), Portland (1994)

<sup>43</sup>Executive order, 1992.

<sup>44</sup>Cincinnati passed a civil rights law in 1991. Issue 3, an anti-gay ballot initiative, passed in 1993 forbidding the implementation of the law. The law was repealed in 1995. Issue 3 remains on appeal to the US Supreme Court.

<b>State By State</b>
Numerical Codes
for Civil Rights Laws:
public employment = 1
public accommodations = 2
private employment = 3
education = 4
housing = 5
credit = 6
union practices = 7



## Pennsylvania


1<sup>45</sup> 12,072,000


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Sexual orientation not in hate crime law  
 No sodomy law (Struck down in *Commonwealth v. Bonadiq* 415 A.2d 47 (1980)  
 Anti-same-gender marriage law passed in 1996

Harrisburg (Dauphin) 1983	1	2	3	5	6	7	53,430
Lancaster (Lancaster) 1991 <sup>46</sup>	1	2	3	5	6	7	57,171
Northhampton County 1996 <sup>47</sup>	1						247,305
Philadelphia 1982	1	2	3	5	6	7	1,552,572
Pittsburgh (Allegheny) 1990 <sup>48</sup>	1	2	3	5	6	7	366,852
York (York) 1993	1	2	3	5			43,301

Domestic partnership: Philadelphia (1998)




## Rhode Island

1 2 3 4 5 6 990,000


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Sexual orientation in hate crimes laws  
 No sodomy law (repealed in 1998)  
 No anti-same-gender marriage law

Providence 1995	1	2	3	4	5	6	7	155,418
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## South Carolina

3,673,000


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No hate crime laws based on any characteristics  
 Sodomy law: F 16-15-120, Buggery, 5 years/\$500  
 Anti-same-gender marriage law passed in 1996

Columbia 1985	1							121,819
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## South Dakota

729,000


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Sexual orientation not in hate crimes laws  
 No sodomy law (repealed in 1977)  
 Anti-same-gender marriage law passed in 1996

Minnehaha County 1979	1							123,509
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<sup>45</sup>Executive order (1988); activists in Pennsylvania are currently working to pass a civil rights bill which would offer statewide protection against discrimination in employment, housing and public accommodations.  
<sup>46</sup>This ordinance grants protection but is unenforceable because it was defunded so that no commission exists to enforce it.  
<sup>47</sup>This ordinance grants protection in public employment but is unenforceable because it does not incorporate a right to go to court with these claims. One activist described it as more of a county "aspiration" than a commitment to protection against discrimination.  
<sup>48</sup>Pittsburgh's civil rights ordinance also protects against discrimination on the basis of gender identity, thereby offering protection against discrimination against transgendered people.



# Tennessee

5,256,000

No hate crimes laws based on any characteristics  
No sodomy law<sup>47</sup>  
Anti-same-gender marriage law passed in 1996

## State By State

Numerical Codes

for Civil Rights Laws:

public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7



# Texas

18,724,000

Sexual orientation not in hate crimes laws<sup>50</sup>  
Sodomy law same-gender only<sup>51</sup>  
No anti-same-gender marriage law

Austin (Travis) 1975	1	2	3	5	6	7	492,329
Dallas 1995	1						1,022,497
Houston 1998	1						1,800,000

Domestic partnership: Austin (passed 1993, repealed 1994), Travis County (1993)



# Utah

1,951,000

Sexual orientation in hate crimes law<sup>52</sup>  
Sodomy law: M 76-50403, Sodomy, 6 months/\$1000  
Anti-same-gender marriage law passed in 1995

Salt Lake City (Salt Lake) <sup>33</sup>							165,835
Salt Lake County 1992	1						159,936



# Vermont

1 2 3 4 5 6 7<sup>54</sup> 585,000

Sexual orientation in hate crime laws  
No sodomy law (repealed in 1977)  
No anti-same-gender marriage law  
Statewide domestic partnership (1991)

Burlington (Chittenden) 1992	1	3					38,569
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Domestic partnership: Burlington (1993), Middlebury (1996)

<sup>47</sup>The state Supreme Court of Tennessee allowed to stand without review an appellate decision upholding the trial judge's finding that Tennessee's sodomy statute violated the state constitutional right to privacy. Thus, although the statute has not been removed from the books, it is constitutionally void.

<sup>50</sup>The hate crimes law might be interpreted to include sexual orientation but is essentially unenforceable due to the statute's vague language.

<sup>51</sup>The Texas sodomy statute has been deemed unconstitutional in court, but remains on the books. See *State v. Morales*, 826 S.W.2d 957 (Tex App. 1993), and *City of Dallas v. England*, 846 S.W.2d 957 (Tex App. 1993).

<sup>52</sup>Utah hate crime data collection law includes sexual orientation, but hate crime penalty laws do not.

<sup>53</sup>Salt Lake City passed this ordinance in December of 1997, and it was repealed in January of 1998.

<sup>54</sup>1992.

# State By State

Numerical Codes  
for Civil Rights Laws:  
public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7



## Virginia

6,618,000

Sexual orientation not in hate crimes laws  
Sodomy law: F 18.2-361, Crime Against Nature, 5-20 years  
Anti-same-gender marriage law passed in 1997

Alexandria 1997	1	2	3	4	5	6	113,134
Arlington County 1997	1		3				170,936
Charlottesville 1994	1						40,558
Virginia Beach 1995	1						417,061



## Washington

1<sup>55</sup>

5,431,000

Sexual orientation in hate crime laws  
No sodomy law (repealed in 1976)  
Anti-same-gender marriage law passed in 1998

Clallam County 1976	1						56,210
King County 1988				5	6		1,507,319
Olympia (Thurston) 1986	1						36,787
Pullman (Whitman) 1981	1			5	6		23,478
Seattle (King) 1984	1	3		5	6	7	519,598
Tumwater (Thurston)	1 <sup>56</sup>			5 <sup>57</sup>			9,976
Vancouver 1993	1						49,575

Domestic partnership: Olympia (1995), Tumwater (1997), County of King (1992), Seattle (1994)



## West Virginia

1,828,000

Sexual orientation not in hate crimes laws  
No sodomy law (repealed in 1976)  
No anti-same-gender marriage law

Morgantown 1977	1						26,679
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## Wisconsin

1 2 3 4 5 6 7<sup>58</sup>

5,123,000

Sexual orientation in hate crime laws  
No sodomy law (repealed in 1983)  
No anti-same-gender marriage law

Dane County 1986-7	1						367,085	
Madison (Dane) 1979	1	2	3		5	6	7	195,161
Milwaukee (Milwaukee) 1987	1							617,043

Domestic partnership: Madison (1990), Shorewood Hills (1991<sup>59</sup>)

<sup>55</sup>Executive order, 1985.

<sup>56</sup>1997.

<sup>57</sup>1993.

<sup>58</sup>1978.

<sup>59</sup>At this time, the domestic partnership recognition in Shorewood Hills only applies to city pool memberships. According to activists there, support exists for expanding city employee health benefits to include domestic partnership, and work on that is beginning now.



# Wyoming

480,000

No hate crimes laws based on any characteristics  
No sodomy law (repealed in 1977)  
No anti-same-gender marriage law

## State By State

Numerical Codes

for Civil Rights Laws:

public employment = 1  
public accommodations = 2  
private employment = 3  
education = 4  
housing = 5  
credit = 6  
union practices = 7

# Listings of States, Cities and Counties by Type of Law

## States<sup>60</sup> With Hate Crimes Laws (40):

\*\* = includes sexual orientation (25)

Alabama	Nebraska**
Alaska	Nevada**
Arizona** <sup>61</sup>	New Hampshire**
California**	New Jersey**
Connecticut**	New York
Delaware**	North Carolina
District of Columbia**	North Dakota
Florida**	Ohio
Idaho	Oklahoma
Illinois**	Oregon**
Iowa**	Pennsylvania
Kentucky**	Rhode Island**
Louisiana**	South Dakota
Maine**	Texas** <sup>63</sup>
Maryland** <sup>62</sup>	Utah** <sup>64</sup>
Massachusetts**	Vermont**
Michigan	Virginia
Minnesota**	Washington**
Mississippi	West Virginia
Missouri	Wisconsin**
Montana	

## Cities, Counties and States with Domestic Partnership (55)

Albany, NY (1994)	Los Angeles County, CA (1996)
Ann Arbor, MI (1991)	Madison, WI (1990)
Atlanta, GA (1993)	Middlebury, VT (1996)
Baltimore, MD (1994)	New Orleans, LA (1993)
Berkeley, CA (1984)	New York, NY (1993)
Bloomington, IN (1997)	Oakland, CA (1995, 1996)
Boston, MA (1993)	Oak Park, IL (1997)
Boulder, CO (1996)	Olympia, WA (1995)
Brookline, MA (1993)	Palo Alto, CA (1997)
Burlington, VT (1993)	Rochester, NY (1994)
Cambridge, MA (1992)	Sacramento, CA (1995)
Carboro, NC (1994)	San Diego, CA (1993)
Chapel Hill, NC (1995)	San Francisco, CA (1991 <sup>66</sup> )
Chicago, IL (1997)	San Mateo County, CA (1992)
Corvallis, OR (1997)	Santa Cruz, CA (1986)
County of King, WA (1992)	Santa Cruz County, CA (1990)
County of Multnomah, OR (1993)	Seattle, WA (1994)
County of Pima, AZ (1998)	Shorewood Hills, WI (1991 <sup>67</sup> )
County of Travis, TX (1993)	Springfield, MA (1997)
Denver, CO (1996)	State of Massachusetts (1992)
District of Columbia (1992)	State of Oregon (1998)
East Lansing, MI (1993)	State of Vermont Employees (1991)
Hartford, CT (1993)	Takoma Park, MD (1994)
Iowa City, IA (1994)	Tucson, AZ (1997)
Ithaca, NY (1990)	Tumwater, WA (1997)
Key West, FL (1998)	West Hollywood, CA (1985, 1987 <sup>68</sup> )
Laguna Beach, CA (1990)	West Palm Beach, FL (1992)
Los Angeles, CA (1989, 1994 <sup>65</sup> )	

<sup>60</sup>Including the District of Columbia where applicable.



## States With Sodomy Statutes (19)

Alabama	Minnesota
Arizona	Mississippi
Arkansas (same-gender only)	Missouri (same-gender only)
Florida	North Carolina
Georgia	Oklahoma (same-gender only)
Idaho	South Carolina
Kansas (same-gender only)	Utah
Louisiana	Virginia
Maryland (same-gender only)	
Massachusetts	
Michigan	

## States with Laws Prohibiting Discrimination on the Basis of Sexual Orientation in Public Employment (10)

Connecticut (1991)	New Hampshire (1998)
District of Columbia (1977)	New Jersey (1992)
Hawaii (1991)	Rhode Island (1995)
Massachusetts (1989)	Vermont (1993)
Minnesota (1993)	Wisconsin (1978)

## States with Executive Orders Prohibiting Discrimination on the Basis of Sexual Orientation in Public Employment (8)

California (1979)	New York (1994)
Colorado (1990)	Ohio (1992)
Illinois (1996)	Pennsylvania (1988)
Maryland (1995)	Washington (1985)

## States with Laws Prohibiting Discrimination on the Basis of Sexual Orientation in Public Accommodations (10)

California (1951)	New Hampshire (1998)
Connecticut (1991)	New Jersey (1992)
District of Columbia (1972)	Rhode Island (1995)
Massachusetts (1989)	Vermont (1993)
Minnesota (1993)	Wisconsin (1978)

<sup>61</sup>Arizona's hate crimes data collection law includes sexual orientation, but the state's hate crimes penalty laws do not.

<sup>62</sup>Maryland hate crime data collection law includes sexual orientation, but hate crime penalty laws do not.

<sup>63</sup>The hate crimes law is might be interpreted to include sexual orientation but is essentially unenforceable due to the statute's vague language.

<sup>64</sup>Utah hate crime data collection law includes sexual orientation, but hate crime penalty laws do not.

<sup>65</sup>In 1989 Los Angeles got sick leave and bereavement leave benefits for domestic partners. In 1994, medical, dental and vision benefits were added.

<sup>66</sup>San Francisco has a domestic partnership registry only, and does not have domestic partnership benefits for city employees.

<sup>67</sup>At this time, the domestic partnership recognition in Shorewood Hills only applies to city pool memberships. According to activists there, there is support for expanding city employee health benefits to include domestic partnership, and work on that is beginning now.

<sup>68</sup>In 1985, West Hollywood got its domestic partnership registry. The benefits for city employees were added in 1987.

## States with Laws Prohibiting Discrimination on the Basis of Sexual Orientation in Private Employment (11)

California (1979-1990)	New Hampshire (1998)
Connecticut (1991)	New Jersey (1992)
District of Columbia (1991)	Rhode Island (1995)
Hawaii (1991)	Vermont (1993)
Massachusetts (1989)	Wisconsin (1978)
Minnesota (1993)	

## States with Laws Prohibiting Discrimination on the Basis of Sexual Orientation in Education (9)

California (1992)	New Jersey (1992)
Connecticut (1991)	Rhode Island (1995)
District of Columbia (1977)	Vermont (1993)
Massachusetts (1989)	Wisconsin (1978)
Minnesota (1993)	

## States with Laws Prohibiting Discrimination on the Basis of Sexual Orientation in Housing (9)

Connecticut (1991)	New Jersey (1992)
District of Columbia (1977)	Rhode Island (1995)
Massachusetts (1989)	Vermont (1993)
Minnesota (1993)	Wisconsin (1978)
New Hampshire (1998)	

## States with Laws Prohibiting Discrimination on the Basis of Sexual Orientation in Credit (7)

Connecticut (1991)	Rhode Island (1995)
District of Columbia (1977)	Vermont (1993)
Massachusetts (1989)	Wisconsin (1978)
Minnesota (1993)	

## States with Laws Prohibiting Discrimination on the Basis of Sexual Orientation in Union Practices (5)

Connecticut (1991)	Vermont (1993)
District of Columbia (1977)	Wisconsin (1978)
Massachusetts (1989)	

## States with Anti-Same-Gender Marriage Laws (29)

Alabama (1998)	Michigan (1996)
Alaska (1996)	Minnesota (1997)
Arizona (1996)	Mississippi (1997)
Arkansas (1997)	Missouri (1996)
Delaware (1996)	Montana (1996)
Florida (1997)	North Carolina (1996)
Georgia (1996)	North Dakota (1997)
Hawaii (1997)	Oklahoma (1996)
Idaho (1996)	Pennsylvania (1996)
Illinois (1996)	South Carolina (1996)
Indiana (1997)	South Dakota (1996)
Iowa (1998)	Tennessee (1996)
Kansas (1996)	Utah (1995)
Kentucky (1998)	Virginia (1997)
Maine (1997)	

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**The Policy Institute of the National Gay & Lesbian Task Force (NGLTF)** is a think tank dedicated to research, policy analysis and strategic projects to advance greater understanding of and equality for gay, lesbian, bisexual, and transgender people.