

State	Effective Date	Employee Threshold	Covered Employees	Reasonable Accommodation	Undue Hardship	Administrative Enforcement	Private Right of Action
Alaska <sup>1</sup>	1992	1 or more	Public only	No <sup>2</sup>	No	Alaska Department of Labor and Workforce Development	No
California <sup>3</sup>	2000	5 or more	Private and public	Yes	No	California Department of Fair Employment and Housing	Yes
Colorado <sup>4</sup>	2016	1 or more	Private and public	Yes	Yes	Colorado Civil Rights Commission	Yes
Connecticut <sup>5</sup>	2017	1 or more	Private and public	Yes	Yes	Connecticut Commission on Human Rights and Opportunities	Yes
Delaware <sup>6</sup>	2014	4 or more	Private and public	Yes	Yes	Delaware Department of Labor, Division of Industrial Affairs, Office of Anti-Discrimination	Yes
D.C. <sup>7</sup>	2015	1 or more	Private and public	Yes	Yes	DC Office of Human Rights	Yes
Hawaii <sup>8</sup>	1990	1 or more	Private and public	Yes <sup>9</sup>	No	Hawai'i Civil Rights Commission	Yes
Illinois <sup>10</sup>	2015	1 or more	Private and public	Yes	Yes	Illinois Department of Human Rights	Yes
Kentucky <sup>11</sup>	2019	15 or more	Private and public	Yes	Yes	Kentucky Commission on Human Rights	Yes
Louisiana <sup>12</sup>	1997	26 or more	Private and public	Yes	Yes	Louisiana Commission on Human Rights	Yes
Maine <sup>13</sup>	2019	1 or more	Private and Public	Yes	Yes	Maine Human Rights Commission	Yes
Maryland <sup>14</sup>	2013	15 or more	Private and public	Yes	Yes	Maryland Commission on Civil Rights	Yes
Massachusetts <sup>15</sup>	2018	6 or more	Private and public	Yes	Yes	Massachusetts Commission Against Discrimination	Yes
Minnesota <sup>16</sup>	2014	21 or more	Private and public	Yes	Yes	Minnesota Division of Labor Standards and Apprenticeship	Yes

<sup>1</sup> Alaska Stat. § 39.20.520 (1992).

<sup>2</sup> Public sector employers must offer employees transfer to a less strenuous or hazardous position provided that one is available. Alaska Stat. § 39.20.520 (1992).

<sup>3</sup> Cal. Gov't Code §§ 12945(a)(3)–(4) (2000).

<sup>4</sup> Colo. Rev. Stat. §§ 24-34-401, 24-34-402.3 (2016).

<sup>5</sup> Conn. Gen. Stat. §§ 46a-51(1), 46a-60(a)(1)–(3), 46a-60(b)(7) (2017).

<sup>6</sup> Del. Code Ann. tit. 19 §§ 710, 711(a)(3), 716 (2014).

<sup>7</sup> D.C. Code Ann. § 32-1231.01–1231.15 (2015).

<sup>8</sup> Haw. Code R. §§ 12-46-106–108 (1990) (upheld in *Sam Teague, Ltd. v. Hawaii Civil Rights Comm'n*, 971 P.2d 1104 (Haw. 1999)).

<sup>9</sup> Hawaii regulations refer to “disabilities” caused by pregnancy and related conditions, but require accommodations even for healthy pregnancies. Telephone Conversation with Marcus Kawatachi, Deputy Executive Director, Hawaii Civil Rights Commission (Jan. 22, 2014).

<sup>10</sup> 775 Ill Comp. Stat. 5/2-102 (J)–(K) (2015).

<sup>11</sup> S.B. 18, 2019 Gen. Assemb., Reg. Sess. (Ky. 2019).

<sup>12</sup> La. Rev. Stat. Ann. § 23:342 (1997).

<sup>13</sup> 2019 L.D. 666, 129th Leg. Reg. Sess. (Me. 2019).

<sup>14</sup> Md. Code Ann. State Gov't § 20-609 (2013).

<sup>15</sup> Mass. Gen. Laws ch. 151B, § 4(1E) (2017).

<sup>16</sup> Minn. Stat. §§ 181.939, 181.9414 (2014).

Nebraska <sup>17</sup>	2015	15 or more	Private and public	Yes	Yes	Nebraska Equal Opportunity Commission	Yes
Nevada <sup>18</sup>	2017	15 or more	Private and public	Yes	Yes	Nevada Equal Rights Commission	Yes
New Jersey <sup>19</sup>	2014	1 or more	Private and public	Yes	Yes	New Jersey Division on Civil Rights	Yes
New York <sup>20</sup>	2016	1 or more	Private and public	Yes	Yes	New York Division of Human Rights	Yes
North Carolina <sup>21</sup>	2018	1 or more	Public only	No <sup>22</sup>	Yes	North Carolina Office of State Human Resources	No
North Dakota <sup>23</sup>	2015	1 or more	Private and public	Yes	Yes	North Dakota Department of Labor and Human Rights	Yes
New Mexico <sup>24</sup>	2020	4 or more	Private and public	Yes	Yes	New Mexico Department of Workforce Solutions, Human Rights Bureau	Yes
Oregon <sup>25</sup>	2020	6 or more	Private and Public	Yes	Yes	Oregon Bureau of Labor and Industries	Yes
Rhode Island <sup>26</sup>	2015	4 or more	Private and public	Yes	Yes	Rhode Island Commission for Human Rights	Yes
South Carolina <sup>27</sup>	2018	15 or more	Private and public	Yes	Yes	South Carolina Human Affairs Commission	Yes
Tennessee <sup>28</sup>	2020	15 or more	Private and public	Yes	Yes	Tennessee Department of Labor and Workforce Development <sup>29</sup>	Yes
Texas <sup>30</sup>	2001	1 or more	Public only	Yes	No	No	No
Utah <sup>31</sup>	2016	15 or more	Private and public	Yes	Yes	Utah Antidiscrimination & Labor Division	No
Vermont <sup>32</sup>	2018	1 or more	Private and public	Yes	Yes	Vermont Human Rights Commission	Yes
Virginia <sup>33</sup>	2020	5 or more	Private and public	Yes	Yes	Attorney General of Virginia – office of Civil Rights	Yes
Washington <sup>34</sup>	2017	15 or more	Private and public	Yes	Yes	Washington State Office of the Attorney General	Yes

<sup>17</sup> Neb. Rev. Stat. §§ 48-1102(11), 48-1107.02(2) (2015).

<sup>18</sup> Nev. Rev. Stat. Ann. §§ 613.4353–4383 (2017).

<sup>19</sup> N.J. Stat. § 10:5-12(s) (2014).

<sup>20</sup> N.Y. Exec. Law §§ 292, 296 (2016).

<sup>21</sup> N.C. Exec. Order No. 82 (2018).

<sup>22</sup> N.C. Exec. Order No. 82 (2018) uses the term “workplace adjustments,” which, in practice, are analogous to “reasonable accommodations.”

<sup>23</sup> N.D. Cent. Code §§ 14-02.4-02–03 (2015).

<sup>24</sup> N.M.S.A. § 28-1-7(K); H.B. 25, 54th Leg., Second Sess. (N.M. 2020).

<sup>25</sup> H.B. 2341, 80th Legis. Assembl. Reg. Sess. (Or. 2019).

<sup>26</sup> R.I. Gen. Laws § 28-5-7.4 (2015).

<sup>27</sup> S.C. Code Ann. §§ 1-13-30(L), (T), 1-13-80 (2018).

<sup>28</sup> Tenn. Code. Ann § 50-10-101.

<sup>29</sup> Contact A Better Balance for additional information on state agency enforcement of the Tennessee PWFA.

<sup>30</sup> Tex. Loc. Gov’t Code § 180.004 (2001).

<sup>31</sup> Utah Code §§ 34A-5-102, 106, 34-49-202 (2016).

<sup>32</sup> 21 V.S.A. § 495k (2017).

<sup>33</sup> 2020 Session: SB 712 Virginia Human Rights Act.

<sup>34</sup> Wash. Rev. Code Ann. § 43.10.005 (2017).

West Virginia <sup>35</sup>	2014	12 or more	Private and public	Yes	Yes	West Virginia Human Rights Commission	Yes
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City	Effective Date	Employee Threshold	Covered Employees	Reasonable Accommodation	Undue Hardship	Administrative Enforcement	Private Right of Action
Central Falls, RI <sup>36</sup>	2014	1 or more	Private and public	Yes	Yes	Central Falls City Solicitor & City Council	Unknown
Philadelphia, PA <sup>37</sup>	2014	1 or more	Private and public	Yes	Yes	Philadelphia Commission on Human Relations	Yes
Pittsburgh, PA <sup>38</sup>	2019	5 or more	Private and public	Yes	Yes	Pittsburgh Commission on Human Relations	Yes
Providence, RI <sup>39</sup>	2014	7 or more	Private and public	Yes	Yes	Providence Human Relations Commission	Unknown
New York City, NY <sup>40</sup>	2014	4 or more	Private and public	Yes	Yes	NYC Commission on Human Rights	Yes

<sup>35</sup> W. Va. Code § 5-11B-2 (2014).

<sup>36</sup> Central Falls, R.I. Code § 12-5 (2014).

<sup>37</sup> Phila. Code § 9-1128 (2014).

<sup>38</sup> Pittsburgh City Code § 659.02 (2019); Pittsburgh Comm'n on Hum. Rels., *Guidance on Discrimination on the Basis of Pregnancy: Pittsburgh City Code Ch. 659, Sect. 659.02* (Feb. 26, 2019), [http://apps.pittsburghpa.gov/redtail/images/4995\\_02\\_26\\_19\\_Pregnancy\\_Fairness\\_Guidance\\_Document\\_FINAL.pdf](http://apps.pittsburghpa.gov/redtail/images/4995_02_26_19_Pregnancy_Fairness_Guidance_Document_FINAL.pdf).

<sup>39</sup> Providence, R.I., Code § 16-57 (2014).

<sup>40</sup> N.Y. Admin. Code § 8-107(22) (2014).