



## Laws Protecting Family Caregivers at Work

Family caregiver discrimination - also known as family responsibilities discrimination (FRD), or family caregiver responsibilities discrimination – occurs when an employer takes negative action against an employee because the employee provides care for a family member. This may include firing, refusing to hire, demoting, failing to promote, or harassing the employee because they are a parent, pregnant or breastfeeding, or caring for an elderly or disabled family member. This form of discrimination is typically based on an unfounded belief that the family caregiver is less committed to their job or not as valuable an employee – regardless of actual job performance.

There is no federal law that explicitly prohibits discrimination against family caregivers; however over 250 states, cities, or counties have laws that make employment discrimination based on family responsibilities or caregiver status illegal. Those laws vary in scope and are catalogued in Section 1 below. In addition, there are laws at the federal, state, and local levels that do not *explicitly* prohibit discrimination against family caregivers but do give other legal rights to employees that can be used to protect them from caregiver discrimination in many cases. These laws, and how they apply to employees who are caregivers, are described in Section II.

If you or someone you know is facing discrimination at work relating to your caregiving responsibilities, contact the Center for WorkLife Law's free legal helpline at 415-703-8276 or [hotline@worklifelaw.org](mailto:hotline@worklifelaw.org).

To learn more about Family Caregiver Responsibilities Discrimination and for additional resources, visit [WorkLife Law's webpage](#).

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## I. State and Local Caregiver Anti-Discrimination Laws

Over 250 states, counties, and municipalities have laws that prohibit employers from discriminating against employees because they provide care to family members. They are listed in the table below in alphabetical order by state. Employees who work in a location that is not covered by one of these caregiver anti-discrimination laws may still be protected from discrimination by the other federal or state laws that are described in Section II below.

*How to read this chart:*

The “**Summary of law**” column is focused only on prohibitions that involve employment actions by an employer. Note that the full laws may also include actions by labor unions and employment agencies, and may prohibit retaliation, aiding and abetting, advertising activities, and refusal of admission to a training program. The full text of the laws may also detail specific discriminatory activities that employers may not engage in (such as failure to hire and termination).

The “**Caregivers covered**” column notes the type of relationship the worker has with the person they’re providing care for. The phrase “Parents of children” to describe the caregivers covered by FRD laws is shorthand for a longer definition that typically includes parenthood by birth, adoption and guardianship, residing with a minor with the permission of the minor’s parents, being pregnant, and being in the process of adopting or securing guardianship.

The “**Employee coverage**” column notes the type of employers covered (e.g. whether the law covers private businesses or state/local governments) as well as the size of the employers covered. The number in this column indicates the minimum number of employees an employer must have to be covered by the law. Note that most laws’ definitions of “employer” contain exclusions that are not included in this summary description of employer coverage (for example, many laws exclude certain social clubs and religious organizations). Some laws define “employer” to include agents of the employer (such as supervisors), which is not included in this summary description.

The “**Sue?**” column notes whether and how an employee is able to sue their employer for violations of the law “Yes” in this column means that an employee can file a lawsuit in court for violation of the law. “Yes/Exh” means an employee can file a lawsuit only after exhausting administrative remedies by filing a complaint with the appropriate state or local agency that administers the law. “No” means that an employee can’t file a lawsuit in court for violation of the law (or the law does not mention the topic). In such circumstances, the employee may be able to file a complaint with the appropriate state or local agency, or the agency may be solely entitled to enforce the law.

| State/Local Jurisdiction | Summary of Law  | Caregivers covered           | Employers covered                                   | Sue? | Comments  |
|--------------------------|---|------------------------------|---|------|---|
| <b>ALABAMA</b>           | No state law  |                              |   |      |   |
| Birmingham               | Employers are prohibited from discriminating based on real or perceived familial status.<br>BIRMINGHAM, ALA. CODE OF ORDINANCES §2-4-81(D)        | Parents of children          | Private (1)   | No   | "Familial status" is defined as living with minor children                                  |
| <b>ALASKA</b>            | It is unlawful for an employer to discriminate because of parenthood.<br>ALASKA STAT. ANN. §18.80.220   | Parents of children          | Private (1), state, political subdivisions of state | Yes  | "Parenthood" is not defined   |
| Anchorage                | It is unlawful for an employer to discriminate because of sex, and sex includes parenthood.<br>ANCHORAGE, ALASKA CODE OF ORDINANCES §5.20.040     | Parents of children          | Private (1), public                                 | No   | "Parenthood" is not defined   |
| Angoon                   | City employees and applicants cannot be discriminated against based on parenthood.<br>ANGOON, ALASKA CODE OF ORDINANCES § 2.68.030                | Parents of children          | City  | No   | "Parenthood" is not defined   |
| Galena                   | City employees and applicants cannot be discriminated against based on parenthood.<br>GALENA, ALASKA CODE OF ORDINANCES §2.50.020                 | Parents of children          | City  | No   | "Parenthood" is not defined   |
| Juneau                   | Employers are prohibited from discriminating because of familial status.<br>JUNEAU, ALASKA CODE OF ORDINANCES §41.05.010                          | Parents of children          | Private (4)   | Yes  | "Familial status" means parenthood  |
| Ketchikan                | Employers are prohibited from discriminating because of familial status.<br>KETCHIKAN, ALASKA MUNICIPAL CODE §9.08.010                            | Parents of children, spouses | Private (4)   | Yes  | "Familial status" means marital status, changes in marital status, pregnancy, or parenthood |
| North Slope Borough      | City employees and applicants cannot be discriminated against based on parenthood.<br>NORTH SLOPE BOROUGH, ALASKA CODE OF ORDINANCES §2.20.170(E) | Parents of children          | City  | No   | "Parenthood" is not defined   |
| Sitka                    | Employers are prohibited from discriminating because of familial status.<br>SITKA, ALASKA GENERAL CODE §24.05.030                                 | Parents of children          | Private (4)   | Yes  | "Familial status" means parenthood  |
| Tanana                   | City employees cannot be discriminated against based on parenthood.<br>TANANA, ALASKA CODE OF ORDINANCES §32-52                                   | Parents of children          | City  | No   | "Parenthood" is not defined   |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered  | Employers covered  | Sue? | Comments   |
|--------------------------|--|---------------------|--|------|--|
| Unalakleet               | City employees and applicants cannot be discriminated against based on parenthood.<br>UNALAKLEET, ALASKA CODE OF ORDINANCES §3.60.040  | Parents of children | City   | No   | "Parenthood" is not defined                                |
| <b>ARIZONA</b>           | No state law   |                     |  |      |  |
| Buckeye                  | City employees and applicants cannot be discriminated against based on familial status.<br>BUCKEYE, ARIZ. CODE OF ORDINANCES §3-3-2  | Unknown             | City   | No   | "Familial status" is not defined                           |
| Chandler                 | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CHANDLER, ARIZ. CODE OF ORDINANCES §63-10.   | Parents of children | Private (6)  | No   | "Familial status" is defined as living with minor children |
| Glendale                 | Employers are prohibited from discriminating based on familial status.<br>GLENDALE, ARIZ. CODE OF ORDINANCES §34-3.  | Parents of children | Private (5), City, city contractors                                      | No   | "Familial status" is defined as living with minor children |
| Mesa                     | Employers are prohibited from discriminating based on familial status.<br>MESA, ARIZ. CODE OF ORDINANCES §6-14-3(B).   | Parents of children | Private (5), City, city contractors                                      | No   | "Familial status" is defined as living with minor children |
| Sedona                   | Employers are prohibited from discriminating because of familial status.<br>SEDONA, ARIZ. CODE OF ORDINANCES §9.30.050   | Parents of children | Private (1), political subdivisions of the state, city contractors       | No   | "Familial status" is defined as living with minor children |
| Tempe                    | Employers are prohibited from discriminating because of familial status. In addition, the city is prohibited from discriminating against applicants and employees because of familial status.<br>TEMPE, ARIZ. CODE OF ORDINANCES §2-603, §9.01 | Parents of children | Private (1), political subdivisions of the state, City, city contractors | No   | "Familial status" is defined as living with minor children |
| Tolleson                 | City employees and applicants cannot be discriminated against based on familial status.<br>TOLLESON, ARIZ. CODE OF ORDINANCES §2-4-2   | Unknown             | City   | No   | "Familial status" is not defined                           |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered   | Employers covered                   | Sue? | Comments  |
|--------------------------|--|--|-------------------------------------|------|---|
| Tucson                   | Employers are prohibited from discriminating because of familial status. In addition, the city is prohibited from discriminating against employees in the civil service because of familial status.<br>TUCSON, ARIZ. CODE OF ORDINANCES §17-12, §10.18 | Parents of children  | Private (1)                         | No   | "Familial status" is defined as living with minor children. City employees are protected from familial status discrimination by a separate law.   |
| Winslow                  | Employers are prohibited from discriminating because of familial status.<br>WINSLOW, ARIZ. MUNICIPAL CODE §9.11.050  | Parents of children  | Private (1), City, city contractors | No   | "Familial status" is defined as living with minor children  |
| <b>ARKANSAS</b>          | No state law   |  |                                     |      | The state has a law prohibiting local jurisdictions from enacting employment protections not covered by state law.  |
| <b>CALIFORNIA</b>        | No state law   |  |                                     |      |   |
| Diamond Bar              | City employees, applicants, and all other city personnel cannot be discriminated against based on familial status.<br>DIAMOND BAR, CAL. CODE OF ORDINANCES § 2.20.070  | Unknown  | City, city contractors              | No   | "Familial status" is not defined  |
| Palo Alto                | City employees cannot be discriminated against based on familial status.<br>PALO ALTO, CAL., MUNICIPAL CODE §9.73.030  | Unknown  | City, city contractors              | No   | "Familial status" is not defined  |
| San Francisco            | Employers are prohibited from discriminating based on caregiver status and must provide caregivers with flexible or predictable schedules for caregiving unless to do so would cause an undue hardship.<br>SAN FRANCISCO ADMINISTRATIVE CODE §12Z.7    | Caregivers of children and of adults who are in a family relationship with caregiver and who are age 65 or over or who have a serious health condition | Private (20), City                  | No   | "Caregiver" is defined to include care for minor children and for a person in a family relationship with the employee who: 1) is age 65 or over, or 2) has a serious health condition.<br>Family is defined as related by blood or marriage or domestic partnership, and includes spouse, partner, parent, sibling, and grandparent |
| <b>COLORADO</b>          | No state law   |  |                                     |      |   |
| Crested Butte            | Employers are prohibited from discriminating based on family responsibility.<br>CRESTED BUTTE MUNICIPAL CODE §§10-11-30, 10-11-20  | Unknown  | Not defined                         | Yes  | "Family responsibility" is not defined  |

| State/Local Jurisdiction    | Summary of Law  | Caregivers covered   | Employers covered   | Sue?                      | Comments   |
|-----------------------------|---|--|---|---------------------------|--|
| Denver                      | Employers are prohibited from discriminating based on marital status.<br>DENVER, CO CODE OF ORDINANCES §28-93                   | Parents of children  | Private (20)  | Yes/ Exh                  | "Marital status" is defined as including parenthood  |
| Telluride                   | Employers are prohibited from discriminating based on family responsibility.<br>TELLURIDE MUNICIPAL CODE §10-6-20               | Unknown  | Private (1), government agency  | Yes                       | "Family responsibility" is not defined   |
| <b>CONNECTICUT</b>          | Employer is prohibited from inquiring about familial responsibilities.<br>CONN. GEN. STAT. §46A-60(9)                           | Unknown  | Private (3), state, state political subdivisions  | Yes/ Exh                  | "Familial responsibilities" is not defined   |
| Waterbury                   | Employers are prohibited from discriminating based on family status.<br>WATERBURY, CONN. CODE OF ORDINANCES §93-03              | Unknown  | Private (3); City (departments, agencies, commissions and officers, department of education, contractors) | No                        | "Family status" is not defined   |
| <b>DELAWARE</b>             | Employers are prohibited from discriminating based on family responsibilities.<br>19 DEL. CODE §711 (K)                         | Caregivers of own spouse, own parent (including someone who stood in loco parentis to the employee), son or daughter under the age of 18 (or over the age of 18 and incapable of self-care because of a mental or physical disability) | Private (4), state, state political subdivisions or board, department, commission or school district      | Yes/ Exh                  | "Family responsibilities" is defined as caring for family members who would be covered under the FMLA, so siblings, in-laws, grandparents, and unmarried partners are not included   |
| <b>DISTRICT OF COLUMBIA</b> | Employers are prohibited from discriminating based on actual or perceived family responsibilities.<br>D.C. CODE ANN. §2-1402.11 | Caregivers of spouse, adult family members including own parent, parents of children   | Private (1), city, city agencies  | Yes for private employers | "Family responsibilities" is defined as contributing to the support of a person in a dependent relationship. City regulations clarify that the person may be related by blood, legal custody, or marriage, or may be someone who shares a residence and maintains a domestic partnership |
| <b>FLORIDA</b>              | No state law  |  |   |                           |  |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered           | Employers covered   | Sue?     | Comments   |
|--------------------------|--|------------------------------|---|----------|--|
| Boynton Beach            | Employers are prohibited from discriminating based on family status.<br>BOYNTON BEACH, FLA. CODE OF ORDINANCES §1-12                               | Parents of children          | Private (15); state and local governments, agencies, and political subdivisions | Yes/ Exh | "Familial status" is defined as living with minor children   |
| Delray Beach             | Employers are prohibited from discriminating based on family status.<br>DELRAY BEACH, FLA. CODE OF ORDINANCES §137.02                              | Parents of children          | Private (15); state and local governments, agencies, and political subdivisions | Yes/ Exh | "Familial status" is defined as living with minor children   |
| Jupiter                  | City employees and applicants cannot be discriminated against based on familial status.<br>JUPITER, FLA. CODE §15-58                               | Unknown                      | City  | No       | "Family status" is not defined   |
| Key West                 | Employers are prohibited from discriminating based on parental status.<br>KEY WEST, FLA., CODE §38-221   | Parents of children          | Private (15)  | Yes      | "Parental status" is defined as living with minor or disabled children   |
| Leon County              | Employers are prohibited from discriminating based on familial status.<br>LEON COUNTY CODE OF ORDINANCES §9-27                                     | Parents of children          | Private (5)   | Yes      | "Familial status" is defined as living with minor children.  |
| Margate                  | City employees and applicants cannot be asked about family status in interviews.<br>MARGATE, FLA. CODE OF ORDINANCES §30-39                        | Unknown                      | City  | No       | "Family status" is not defined   |
| Mascotte                 | Employers are prohibited from discriminating based on familial status.<br>CODE OF THE CITY OF MASCOTTE, FLA. §9-8                                  | Parents of children          | Private (5)   | Yes      | "Familial status" is defined as living with minor children.  |
| Miami Beach              | Employers are prohibited from discriminating based on actual or perceived familial status or familial situation.<br>MIAMI BEACH, FLA., CODE §62-86 | Parents of children, unclear | Private (5)   | No       | "Family status" is defined as living with minor children. The definition of "Family situation" is unclear ("Familial situation means the state of a person's being raised by, or currently living with, a certain number of biological parents, or by a non-biological parent or parents, or without parents, or by any individual or group of individuals who is protected by this chapter.") |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered   | Sue?     | Comments   |
|--------------------------|---|---|---|----------|--|
| Miami-Dade County        | Employers are prohibited from discriminating based on actual or perceived familial status.<br>MIAMI-DADE COUNTY, FLA., CODE OF ORDINANCES §11A-26     | Parents of children   | Private (5)   | Yes/ Exh | "Familial status" is defined as living with minor children   |
| Monroe County            | Employers are prohibited from discriminating based on familial status.<br>MONROE COUNTY, FLA., CODE OF ORDINANCES §14-41                              | Caregivers of adult family members including own parent, and caregivers of children, if living together | Private (15)  | Yes      | "Familial status means the status of living alone or in any familial relationship whatsoever, including, but not limited to, living with a partner... , and of living with one or more dependents, whether minor or disabled children or parents." |
| Mount Dora               | Employers are prohibited from discriminating based on familial status.<br>MOUNT DORA, FLA. CODE OF ORDINANCES §58-120                                 | Parents of children   | Private (5)   | Yes      | "Familial status" is defined as living with minor children   |
| North Port               | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CITY CODE OF NORTH PORT, FLA. CODE OF ORDINANCES §16-06 | Parents of children   | Private (1)   | Yes      | "Familial status" is defined as living with minor children   |
| Orange County            | Employers are prohibited from discriminating based on familial status.<br>ORANGE COUNTY, FLA. CODE OF ORDINANCES §22-28                               | Parents of children   | Private (5)   | Yes      | "Familial status" is defined as living with minor children   |
| Osceola County           | Employers are prohibited from discriminating based on familial status.<br>OSCEOLA COUNTY, FLA. CODE OF ORDINANCES §27-8                               | Parents of children   | Private (5)   | Yes      | "Familial status" is defined as living with minor children   |
| Palm Beach County        | Employers are prohibited from discriminating based on family status.<br>PALM BEACH COUNTY, FLA. CODE OF ORDINANCES §2-312                             | Parents of children   | Private (15); state and local governments, agencies, and political subdivisions; county contractors | Yes/ Exh | "Familial status" is defined as living with minor children   |
| Panama City Beach        | City employers are prohibited from asking about family status in job interviews.<br>PANAMA CITY BEACH, FLA. CHARTER §6-1                              | Unknown   | City  | No       | "Family status" is not defined   |
| Tampa                    | Employers are prohibited from discriminating based on familial status.<br>TAMPA, FLA. CODE OF ORDINANCES §12-26                                       | Parents of children   | Private (5 if work 30 or more hours per week, 15 otherwise), City                                   | Yes      | "Familial status" is defined as living with minor children   |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered   | Sue?     | Comments   |
|--------------------------|---|---------------------|---|----------|--|
| Volusia County           | Employers are prohibited from discriminating based on familial status.<br>VOLUSIA COUNTY, FLA. CODE OF ORDINANCES §36-27                              | Parents of children | Private (5)   | Yes      | "Familial status" is defined as living with minor children                                       |
| Wellington               | Employers are prohibited from discriminating based on family status.<br>WELLINGTON, FLA. CODE OF ORDINANCES §1-13                                     | Parents of children | Private (15); state and local governments, agencies, and political subdivisions | Yes/ Exh | "Familial status" is defined as living with minor children                                       |
| West Palm Beach          | Employers are prohibited from discriminating based on familial status.<br>WEST PALM BEACH, FLA. CODE OF ORDINANCES §42-35                             | Parents of children | Private (15), government, agencies  | Yes/ Exh | "Family" is defined as living with minor children  |
| <b>GEORGIA</b>           | No state law  |                     |   |          |  |
| Athens                   | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CODE OF ORDINANCES OF ATHENS-CLARKE COUNTY §6-21-3      | Parents of children | Private (1), City and City contractors  | No       | "Familial status" is defined as past, current or prospective status as a parent of a minor child |
| Atlanta                  | Employers are prohibited from discriminating based on familial status or parental status.<br>ATLANTA, GA. CODE OF ORDINANCES §94-112(A)               | Parents of children | Private (10), city contractors  | No       | "Familial status" and "parental status" are defined as living with minor children                |
| Augusta-Richmond County  | Employers are prohibited from discriminating based on actual or perceived familial status.<br>AUGUSTA-RICHMOND COUNTY, GA. ORDINANCE NO. 7808         | Parents of children | Private (1) and City  | No       | "Familial status" is defined as past, current or prospective status as a parent of a minor child |
| Brookhaven               | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CODE OF THE CITY OF BROOKHAVEN, GA. §15-595             | Parents of children | Private (1), City and City contractors  | No       | "Familial status" is defined as past, current or prospective status as a parent of a minor child |
| Chamblee                 | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CODE OF ORDINANCES OF THE CITY OF CHAMBLEE, GA. §58-122 | Parents of children | Private (1)   | No       | "Familial status" is defined as past, current or prospective status as a parent of a minor child |
| Dunwoody                 | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CODE OF THE CITY OF DUNWOODY, GA. §24-192               | Parents of children | Private (1)   | No       | "Familial status" is defined as past, current or prospective status as a parent of a minor child |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered   | Employers covered      | Sue?    | Comments  |
|--------------------------|---|--|------------------------|---------|---|
| East Point               | The right to be free from discrimination based on actual or perceived familial status is declared to be a civil right.<br>CITY OF EAST POINT, GA. CODE OF ORDINANCES §13-5003   | Parents of children  | Private (1) and City   | No      | "Familial status" is defined as past, current or prospective status as a parent of a minor child  |
| Hapeville                | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CODE OF ORDINANCES OF THE CITY OF HAPEVILLE, GA. §11-1-3                          | Parents of children  | Private (1)            | No      | "Familial status" is defined as past, current or prospective status as a parent of a minor child  |
| Smyrna                   | The right to be free from discrimination based on actual or perceived familial status is declared to be a civil right.<br>CODE OF ORDINANCES OF THE CITY OF SMYRNA, GA. § 66-41 | Unknown  | Private (1) and City   | No      | "Familial status" is not defined  |
| Savannah                 | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CODE OF THE CITY OF SAVANNAH, GA. §2-3006(c)                                      | Parents of children  | Private (1) and City   | No      | "Familial status" is defined as past, current or prospective status as a parent of a minor child, whether actual or perceived   |
| <b>HAWAII</b>            | No state law  |  |                        |         |   |
| <b>IDAHO</b>             | No state law  |  |                        |         |   |
| <b>ILLINOIS</b>          | It is a civil rights violation for employers to harass or discriminate against employees based on actual or perceived family responsibilities.<br>775 ILCS 5/2-102              | Employees who care for their child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent unable to care for themselves | Private, public (1)    | Yes/Exh | "Family responsibilities" means providing personal care to a family member who cannot meet their own medical, hygiene, nutritional, or safety needs, needs transportation to medical appointments, or needs emotional support for a serious health condition. |
| Bloomington              | Employers are prohibited from discriminating based on familial status.<br>BLOOMINGTON, ILL. CITY CODE §22.2-104   | Parents of children  | Private (1), City      | No      | "Familial status" is defined as living with minor children  |
| Carbondale               | City employees are protected from discrimination based on familial status<br>CARBONDALE, ILL. CODE OF ORDINANCES §4-14  | Unknown  | City, city contractors | No      | Family status" is not defined   |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered                                  | Sue?       | Comments  |
|--------------------------|---|---|--|------------|---|
| Champaign                | Employers are prohibited from discriminating based on family responsibilities.<br>CHAMPAIGN, ILL., CODE OF ORDINANCES §17-36              | Caregivers of dependent family members, including own parent and adult family members | Private (1), government agencies, city contractors | No         | "Family responsibilities" is defined as contributing to the support of a person in a dependent relationship |
| Chicago                  | Employers are prohibited from discriminating based on parental status.<br>CHICAGO, ILL., MUNICIPAL CODE §§2- 160-030, 2-74-080            | Parents of children   | Private (1), City                                  | No         | "Parental status" is defined as living with minor or disabled children                                      |
| Cook County              | Employers are prohibited from discriminating based on actual or perceived parental status.<br>COOK COUNTY, ILL. CODE OF ORDINANCES §42-35 | Parents of children   | Private (1), county contractors                    | Yes/ Exh   | "Parental status" is defined as living with minor or disabled children                                      |
| Elgin                    | Employers are prohibited from discriminating based on familial status.<br>ELGIN, ILL. CODE OF ORDINANCES §3.12.070                        | Parents of children   | Private (5), City, city agencies, city contractors | No         | "Familial status" is defined as living with minor children  |
| Kildeer                  | Village employees are protected from discrimination based on familial status<br>VILLAGE OF KILDEER ILL. CODE OF ORDINANCES § 1-23-1       | Unknown   | Village, village contractors                       | No         | Family status" is not defined   |
| Oak Park                 | Village employees cannot be discriminated against based on familial status.<br>OAK PARK, ILL. VILLAGE CODE § 13-3-1                       | Parents of children   | Village, village departments                       | No         | "Familial status" is defined as living with minor children  |
| Urbana                   | Employers are prohibited from discriminating based on family responsibilities.<br>URBANA, ILL., CODE OF ORDINANCES §12-62                 | Caregivers of dependent family members, including own parent and adult family members | Private (1), government agency                     | No         | "Family responsibilities" is defined as contributing to the support of a person in a dependent relationship |
| Wheeling                 | Employers are prohibited from discriminating based on parental status.<br>WHEELING, ILL. CODE OF ORDINANCES §6.08.020                     | Parents of children   | Private (1)  | Not stated | "Parental status" is defined as living with minor or disabled children                                      |
| <b>INDIANA</b>           | No state law  |   |  |            |   |
| Carmel                   | Employers are prohibited from discriminating based on family status.<br>CARMEL, IND. CODE OF ORDINANCES §6-8                              | Unknown   | Private (1)  | No         | "Family status" is not defined  |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered  | Sue?     | Comments   |
|--------------------------|---|---|--|----------|--|
| Kokomo                   | Employers are prohibited from discriminating based on familial status.<br>KOKOMO, IND. CODE OF ORDINANCES §33-18                  | Parents of children   | Private (6), City, city departments, city contractors              | No       | "Familial status" is defined as living with minor children   |
| Michigan City            | Employers are prohibited from discriminating based on familial status.<br>MICHIGAN CITY, IND. CODE OF ORDINANCES §66-110          | Parents of children   | Private (10), City, city subdivisions, city contractors            | No       | "Familial status" is defined as living with minor children   |
| Valparaiso               | Employers are prohibited from discriminating based on familial status.<br>VALPARAISO, IND. CODE OF ORDINANCES §130.12             | Unknown   | Private (1)  | Yes/ Exh | "Familial status" is not defined   |
| Zionsville               | Employers are prohibited from discriminating based on familial status.<br>ZIONSVILLE, IND. CODE OF ORDINANCES §103.07             | Unknown   | Private (6)  | No       | "Familial status" is not defined   |
| <b>IOWA</b>              | No state law  |   |  |          |  |
| Cedar Rapids             | Employers are prohibited from discriminating based on familial status.<br>CEDAR RAPIDS CODE OF ORDINANCES §69.06                  | Parents of children   | Private (1), City, city departments                                | No       | "Familial status" is defined as living with minor children   |
| Davenport                | Employers are prohibited from discriminating based on familial status.<br>DAVENPORT, IOWA MUNICIPAL CODE §2.58.100                | Parents of children   | Private (1), City, city departments                                | No       | "Familial status" is defined (in the section about housing) as living with minor children  |
| Grinnell                 | Employers are prohibited from discriminating based on familial status.<br>CODE OF ORDINANCES OF THE CITY OF GRINNELL, IOWA §29.05 | Parents of children and caregivers of adults with disabilities who live with them   | Private (1), City, city departments                                | No       | "Familial status" is defined as living with minor children or living with and caring for another adult with physical or mental disabilities                        |
| <b>KANSAS</b>            | No state law  |   |  |          |  |
| Junction City            | Employers are prohibited from discriminating based on familial status.<br>JUNCTION CITY, KAN., CODE §110.250                      | Unknown   | Private 4), governmental subdivisions, city contractors            | No       | "Familial status" not defined  |
| Mission                  | Employers are prohibited from discriminating based on familial status.<br>MISSION, KAN. CODE OF ORDINANCES §615.030               | People who have certain family relationships, including own parent and adult family members, or who reside or have resided together | Private (4), City, city departments and agencies, city contractors | No       | "Familial status" defined as adults who are spouses, parents, and children, "and persons who are presently residing together or have resided together in the past" |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered                                | Employers covered  | Sue? | Comments  |
|--------------------------|--|---|--|------|---|
| Topeka                   | City employees are protected from discrimination based on familial status.<br>TOPEKA, KAN. MUNICIPAL CODE §2.105.020   | Unknown   | City   | No   | "Familial status" not defined   |
| Westwood Hills           | Employers are prohibited from discriminating based on familial status.<br>WESTWOOD HILLS, KAN. CODE OF ORDINANCES §6-803(A)  | Parents of children                               | Private (1), City, boards and agencies of the city, city contractors | No   | "Familial status" is defined as living with minor children  |
| Winfield                 | Employers are prohibited from discriminating based on familial status.<br>WINFIELD, KAN. CODE OF ORDINANCES §42-1  | Parents of children                               | Private (4), City, political subdivisions                            | No   | "Familial status" is defined as living with minor children  |
| Wichita                  | Employers are prohibited from discriminating based on familial status.<br>WICHITA, KAN. CODE OF ORDINANCES § 2.06.050  | Unknown   | Private (4), City, city contractors                                  | No   | "Familial status" not defined   |
| <b>KENTUCKY</b>          | No state law   |   |  |      |   |
| Covington                | Employers are permitted to pay and treat employees differently unless it is done with the intention to discriminate based on familial status or parental status.<br>COVINGTON, KEN. CODE OF ORDINANCES § 37.09 | Parents of children                               | Private (8), City  | No   | "Familial status" is defined as living with minor children  |
| Paducah                  | Employers are prohibited from discriminating based on familial status.<br>PADUCAH, KEN. CODE OF ORDINANCES §58-61  | Unknown   | Private (8)  | No   | "Familial status" not defined   |
| <b>LOUISIANA</b>         | No state law   |   |  |      |   |
| <b>MAINE</b>             | Employers are prohibited from discriminating based on familial status and from asking for information about familial status. 5 M.R.S. § 4572   | Parents of children and caregivers to some adults | Private (1) and government   | Yes  | "Familial status" is defined as living with minor children or caring for adults who are unable to care for themselves because they cannot make or communicate decisions |
| Bangor                   | Employers are prohibited from discriminating based on family status.<br>BANGOR, MAINE CODE OF ORDINANCES §195-3(F)   | Unknown   | Private (1), City, city agencies                                     | Yes  | "Family status" not defined   |
| Orono                    | Employers are prohibited from discriminating based on family status.<br>ORONO, MAINE CODE OF ORDINANCES §24-42(F)  | Unknown   | Private (1), Town, town agencies                                     | Yes  | "Family status" not defined   |
| <b>MARYLAND</b>          | No state law   |   |  |      |   |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered   | Employers covered                          | Sue? | Comments   |
|--------------------------|--|--|--|------|--|
| Annapolis                | City employees are protected from discrimination based on family status.<br>ANNAPOLIS, MD. CODE OF ORDINANCES §3.16.010              | Unknown  | City                                       | No   | "Family status" not defined  |
| Anne Arundel County      | Employers are prohibited from discriminating based on actual or perceived familial status.<br>ANNE ARUNDEL, MD. COUNTY CODE §1-9-401 | Unknown  | Private employers (1)                      | No   | "Familial status" is not defined   |
| Frederick County         | Employers are prohibited from discriminating based on familial status.<br>FREDERICK COUNTY, MD. CODE OF ORDINANCES §1-2-93           | Parents of children  | Not defined                                | No   | "Familial status" is defined (in a section about the human relations commission) as living with minor children       |
| Gaithersburg             | City employees are protected from discrimination based on parental status<br>GAITHERSBURG, MD. CODE OF ORDINANCES §17-6              | Parents of children  | City                                       | No   | "Parental status" is not defined   |
| Harford County           | Employers are prohibited from discriminating based on familial status.<br>HARFORD COUNTY, MD. CODE OF ORDINANCES §95-5               | Parents of children  | Private (5), County, governmental agencies | Yes  | "Familial status" is defined as living with minor children   |
| Howard County            | Employers are prohibited from discriminating based on familial status.<br>HOWARD COUNTY, MD. CODE OF ORDINANCES §12.208              | Parents of children  | Private (5), County                        | No   | "Familial status" is defined as living with minor children   |
| Rockville                | Employers are prohibited from discriminating based the presence of children.<br>ROCKVILLE, MD., CODE OF ORDINANCES §11-18            | Parents of children  | Private (1), City                          | Yes  | "Presence of children" is defined as living with minor children  |
| Montgomery County        | Employers are prohibited from discriminating based on family responsibilities.<br>MONTGOMERY COUNTY, MD. CODE OF ORDINANCES §27-19   | Caregivers of others, including own parents and adult family members, if financially or legally responsible for their care | Private (1), County, county agencies       | Yes  | "Family responsibilities" is defined as being financially or legally responsible for the support or care of a person |
| Prince George's County   | Employers are prohibited from discriminating based on familial status.<br>PRINCE GEORGE'S COUNTY, MD. CODE OF ORDINANCES §2-222      | Parents of children  | Private (1), County, county contractors    | Yes  | "Familial status" is defined as living with minor children   |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered  | Employers covered  | Sue? | Comments   |
|--------------------------|--|---|--|------|--|
| <b>MASSACHUSETTS</b>     | No state law   |   |  |      |  |
| Arlington                | Employers are prohibited from discriminating based on family status.<br>TOWN OF ARLINGTON BYLAWS, TITLE II, ARTICLE 9, §2(D)                                       | Parents of children   | Private, Town, government subdivisions, boards, committees | No   | "Family status" means the actual or supposed condition of having or not having children  |
| Boston                   | Employers are prohibited from discriminating based on parental status.<br>CITY OF BOSTON MUNICIPAL CODE §12-9.3  | Parents of children   | Private (7), City, political subdivisions                  | No   | "Parental status" is defined as living with minor or disabled children   |
| Cambridge                | Employers are prohibited from discriminating based on family status.<br>CAMBRIDGE, MASS. CODE OF ORDINANCES §2.76.120  | Parents of children   | Private (6), City, political subdivisions                  | Yes  | "Family status" is defined as having minor children  |
| <b>MICHIGAN</b>          | No state law   |   |  |      | State has a policy against employment discrimination based on familial status (living with minor children)   |
| Adrian                   | Employers are prohibited from discriminating based on actual or perceived family status.<br>ADRIAN, MICHIGAN CODE OF ORDINANCES §38-85                             | Caregivers of family members related by blood, marriage, or law, including own parents and adult family members | Private (1), public, city contractors                      | No   | "Family status" is defined as two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody, and the state of being in a family             |
| Albion                   | Employers are prohibited from discriminating based on actual or perceived familial status.<br>ALBION, MICHIGAN CODE OF ORDINANCES §54-26                           | Caregivers of family members related by blood, marriage, or law, including own parents and adult family members | Private (1), City  | Yes  | "Familial status" is defined as being in a family, and "family" is defined as two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody |
| Ann Arbor                | Employers are prohibited from discriminating based on actual or perceived family status or family responsibilities.<br>ANN ARBOR, MICH., CODE OF ORDINANCES §9:154 | Caregivers of family members, including own parents and adult family members                                    | Private (3), city contractors                              | Yes  | "Family status" is defined as living with minor children. "Family responsibilities" is defined as being a provider of care and/or support for a family member  |
| Battle Creek             | Employers are prohibited from discriminating based on actual or perceived family status.<br>BATTLE CREEK, MICHIGAN CODE OF ORDINANCES §214.05                      | Caregivers of family members related by blood, marriage, or law, including own parents and adult family members | Private (1), public, city contractors                      | No   | "Family status" is defined as the state of being in a family, which means two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody     |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered  | Employers covered                         | Sue? | Comments   |
|--------------------------|--|---|---|------|--|
| Cadillac                 | Employers are prohibited from discriminating based on familial status.<br>CADILLAC, MICHIGAN CODE OF ORDINANCES §2-398   | Unknown   | Public (1), private                       | Yes  | "Familial status" not defined  |
| Canton Charter Township  | Employers are prohibited from discriminating based on actual or perceived family responsibilities.<br>CANTON CHARTER TOWNSHIP, MICHIGAN CODE OF ORDINANCES §36-5 | Caregivers of family members, including own parents and adult family members                                    | Private (1), governmental institutions    | Yes  | "Family responsibilities" is defined as contributing to the support of a person in a family relationship   |
| Delta Charter Township   | Employers are prohibited from discriminating based on actual or perceived familial status.<br>DELTA CHARTER TOWNSHIP, MICH. CODE OF ORDINANCES §27-5             | Parents of children   | Private (1), public, township contractors | No   | "Familial status" is defined as living with minor children   |
| Detroit                  | Employers are prohibited from discriminating based on familial status.<br>DETROIT, MICH. CODE OF ORDINANCES §23-4-1  | Unknown   | Private (1), public, city contractors     | Yes  | "Familial status" not defined  |
| Farmington Hills         | Employers are prohibited from discriminating based on family status.<br>FARMINGTON HILLS, MICHIGAN CODE OF ORDINANCES §13.5-5                                    | Caregivers of family members related by blood, marriage, or law, including own parents and adult family members | Private (1), governmental institutions    | No   | "Family status" is defined as two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody   |
| Fenton                   | Employers are prohibited from discriminating based on family status.<br>FENTON, MICHIGAN CODE OF ORDINANCES §15.5-22   | Caregivers of family members related by blood, marriage, or law, including own parents and adult family members | Private (1), governmental institutions    | No   | "Family status" is defined as the state of being in a family, which means two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody |
| Ferndale                 | Employers are prohibited from discriminating based on familial status.<br>FERNDALE, MICH., CODE OF ORDINANCES §28-4  | Parents of children   | Private (1), government agencies          | No   | "Familial status" is defined as having custody or living with minor children. The enforcement mechanism is not specified.  |
| Grand Rapids             | Employers are prohibited from discriminating based on actual or perceived familial status.<br>GRAND RAPIDS, MICH. CODE OF ORDINANCES §9.959                      | Caregivers of biological and legal relations, including adult family members                                    | Private (1), City                         | Yes  | "Familial status" is defined as being in a network of biological and legal relations within three degrees of consanguinity, or through marriage, adoption, or other legal custodial relationship.          |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered   | Sue? | Comments  |
|--------------------------|---|---|---|------|---|
| Hazel Park               | Employers are prohibited from discriminating based on familial status.<br>HAZEL PARK, MICH. CODE OF ORDINANCES §18.02.040                         | Parents of children   | Private (1),<br>City, city<br>contractors                         | No   | "Familial status" is defined as living with minor children. The enforcement mechanism is not specified.   |
| Holland                  | Employers are prohibited from discriminating based on familial status.<br>CITY OF HOLLAND, MICH. CODE OF ORDINANCES § 25-3                        | Unknown   | Private (1),<br>City, city<br>contractors                         | No   | "Familial status" is not defined  |
| Howell                   | Employers are prohibited from discriminating based on actual or perceived family status.<br>HOWELL, MICHIGAN CODE OF ORDINANCES §209.05           | Caregivers of family members related by blood, marriage, or law, including own parents and adult family members                     | Private (1),<br>public, city<br>contractors                       | No   | "Family status" is defined as the state of being in a family, which means two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody  |
| Huntington Woods         | Employers are prohibited from discriminating based on familial status.<br>HUNTINGTON WOODS, MICHIGAN CODE OF ORDINANCES § 19-4                    | Parents of children   | Private (1),<br>governmental<br>agencies                          | No   | "Family status" is defined as living with minor children  |
| Jackson                  | Employers are prohibited from discriminating based on actual or perceived family status.<br>JACKSON, MICHIGAN CODE OF ORDINANCES §15-44           | Caregivers of family members, including own parents and adult family members or individuals who reside together like family members | Private (1),<br>governmental<br>institutions                      | No   | "Family status" is defined as the state of being in a family, which means two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody, and individuals who reside together like family |
| Kalamazoo                | Employers are prohibited from discriminating based on actual or perceived family status.<br>CITY OF KALAMAZOO, MICHIGAN CODE OF ORDINANCES §18-21 | Caregivers of family members related by blood, marriage, or law, including own parents and adult family members                     | Private (1),<br>governmental<br>institutions, city<br>contractors | No   | "Family status" is defined as the state of being in a family, which means two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody  |
| Lake Orion               | Employers are prohibited from discriminating based on family status.<br>LAKE ORION, MICH. GENERAL ORDINANCES §130.104                             | Caregivers of family members related by blood, marriage, or law, including own parents and adult family members                     | Private (1),<br>Village   | No   | "Family status" means two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care relationship or other legal custody relationship.   |

| State/Local Jurisdiction                  | Summary of Law  | Caregivers covered   | Employers covered  | Sue?                     | Comments  |
|---|---|--|--|--------------------------|---|
| Lansing                                   | Employers are prohibited from discriminating based on actual or perceived family status.<br>LANSING, MICH., CODE OF ORDINANCES §297.03                  | Caregivers of family members, including children, own parents and adult family members, or individuals residing together like family members | Private (5), City, city agencies, city contractors, recipients of city funds | Yes                      | "Family status" is defined as the state of being in a family, which means two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody, and individuals who reside together like family |
| Lansing Charter Township                  | Employers are prohibited from discriminating based on actual or perceived family status. LANSING CHARTER TOWNSHIP, MICHIGAN CODE OF ORDINANCES §18-5    | Parents of children  | Private (1), governmental institutions, township contractors                 | No                       | "Family status" is defined as living with minor children  |
| Linden                                    | Employers are prohibited from discriminating based on familial status.<br>LINDEN, MICHIGAN CODE OF ORDINANCES, § 93.04                                  | Parents of children  | Private (1), governmental agencies   | No                       | "Familial status" is defined as living with minor children  |
| Marquette                                 | Employers are prohibited from discriminating based on actual or perceived family status.<br>MARQUETTE, MICHIGAN CODE OF ORDINANCES §2-375               | Caregivers of family members related by blood, marriage, or law, including own parents and adult family members                              | Private (1), governmental institutions, city contractors                     | No                       | "Family status" is defined as the state of being in a family, which means two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody  |
| Meridian Charter Township                 | Employers are prohibited from discriminating based on familial status. CHARTER TOWNSHIP OF MERIDIAN, MICHIGAN CODE OF ORDINANCES §30-20                 | Parents of children  | Private (1), governmental institutions, township contractors                 | No                       | "Familial status" is defined as living with minor children  |
| Mount Pleasant                            | Employers are prohibited from discriminating based on family status.<br>MOUNT PLEASANT, MICHIGAN CODE OF ORDINANCES §39.03                              | Caregivers of family members related by blood, marriage, or law, including children, own parents and adult family members                    | Private (1), City  | Yes                      | "Family status" is defined as the state of being in a family, which means two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody  |
| Nottawaseppi Huron Band of the Potawatomi | Employers are prohibited from discriminating based on familial status.<br>NOTTAWASEPPI HURON BAND OF THE POTAWATOMI, MICHIGAN CODE OF ORDINANCES §5.2-5 | Parents of children  | Private (1), the Band, Band agencies, Band enterprises                       | Yes in tribal court/ Exh | "Familial status" is defined as living with minor children  |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered   | Employers covered  | Sue? | Comments  |
|--------------------------|--|--|--|------|---|
| Oakland County           | County employees are protected from discrimination based on familial status.<br>OAKLAND COUNTY, MICH. MISC. RESOLUTION #19250                                | Unknown  | County   | No   | "Familial status" is not defined  |
| Oshtemo                  | Employers are prohibited from discriminating based on actual or perceived familial status.<br>OSHTEMO CHARTER TOWNSHIP, MICHIGAN CODE OF ORDINANCES §174.005 | Caregivers of family members, including children, own parents & adult family members, or individuals who reside together like family members | Private (1), governmental institutions                         | No   | "Familial status" is defined as the state of being in a family, which means two or more individuals related by blood within three degrees of consanguinity, marriage, adoption, foster care or legal custody, and individuals who reside together like family |
| Pleasant Ridge           | Employers are prohibited from discriminating based on familial status.<br>PLEASANT RIDGE, MICHIGAN CODE OF ORDINANCES §40-4                                  | Parents of children  | Private (1), governmental entity                               | No   | "Familial status" is defined as living with minor children  |
| Portage                  | Employers are prohibited from discriminating based on actual or perceived family status.<br>PORTAGE, MICHIGAN CODE OF ORDINANCES §24-152                     | Caregivers of family members, including own parents and adult family members   | Private (1), governmental institutions                         | No   | "Family status" is defined as the state of being in a family  |
| Royal Oak                | Employers are prohibited from discriminating based on actual or perceived family responsibilities.<br>CITY OF ROYAL OAK, MICHIGAN CODE OF ORDINANCES §402-5  | Caregivers of family members, including own parents and adult family members   | Private (1), governmental institutions                         | Yes  | "Family responsibilities" is defined as contributing to the support of a person in a family relationship  |
| Shelby Charter Township  | The township is prohibited from discriminating against applicants based on familial status.<br>SHELBY CHARTER TWP., MICHIGAN CODE OF ORDINANCES §2-177       | Unknown  | Township   | No   | "Familial status" is not defined  |
| Southfield               | Employers are prohibited from discriminating based on actual or perceived family status.<br>SOUTHFIELD, MICHIGAN CODE OF ORDINANCES TITLE IX §9.386          | Parents of children  | Private (1), City, governmental institutions                   | Yes  | "Family status" is defined as living with minor children  |
| Sterling Heights         | Employers are prohibited from discriminating based on actual or perceived family status.<br>STERLING HEIGHTS, MICHIGAN CODE OF ORDINANCES §925-7             | Parents of children  | Private (1), City, governmental institutions, city contractors | Yes  | "Familial status" is defined as living with minor children  |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered  | Employers covered   | Sue?     | Comments  |
|--------------------------|--|---|---|----------|---|
| Trenton                  | Employers are prohibited from discriminating based on actual or perceived family responsibilities.<br>TRENTON, MICHIGAN CODE OF ORDINANCES §2-705  | Caregivers of family members, including own parents and adult family members                                  | Private (1), governmental institutions                                      | Yes      | "Family responsibilities" is defined as contributing to the support of a person in a family relationship  |
| Union Charter Township   | Employers are prohibited from discriminating based on familial status.<br>UNION CHARTER TOWNSHIP, MICHIGAN CODE OF ORDINANCES §154.003   | Parents of children   | Private (1), governmental institutions                                      | Yes      | "Family status" is defined as living with minor children  |
| Westland                 | Employers are prohibited from discriminating based on actual or perceived family responsibilities.<br>WESTLAND, MICHIGAN CODE OF ORDINANCES § 54-5   | Caregivers of family members, including own parents and adult family members                                  | Private (1), City   | Yes      | "Family responsibilities" is defined as contributing to the support of a person in a family relationship  |
| Ypsilanti                | Employers are prohibited from discriminating based on actual or perceived familial status.<br>YPSILANTI, MICHIGAN CODE OF ORDINANCES §58-65  | Caregivers of family members, including own parents and adult family members                                  | Private (5), City, city contractors   | Yes      | "Familial status" is defined as the state of being related by blood or affinity to the fourth degree  |
| <b>MINNESOTA</b>         | Employers are prohibited from discriminating based on familial status; employers may not request information about familial status.<br>MINN. STAT. §363A.08  | Parents of children, caregivers who live with individuals who cannot understand information or make decisions | Private (1); State; state departments, agencies, and political subdivisions | Yes      | "Familial status" is defined as living with minor children and living with and caring for individuals who cannot care for themselves because they cannot understand information or make decisions |
| Minneapolis              | Employers are prohibited from discriminating based on familial status.<br>MINNEAPOLIS, MINN. CODE OF ORDINANCES §139.40  | Parents of children   | Private (1), City, city departments, city contractors                       | Yes/ Exh | "Familial status" is defined as living with minor children  |
| Moorhead                 | Adopted state law; Employers are prohibited from discriminating based on familial status; employers may not request information about familial status.<br>MOORHEAD, MINN. CODE OF ORDINANCES §1-11-2 | Parents of children   | Private (1); City   | Yes      | "Familial status" is defined as living with minor children  |
| St. Paul                 | Employers are prohibited from discriminating based on familial status.<br>ST. PAUL, MINN. CODE OF ORDINANCES §183.03(2)  | Parents of children   | Private (1), City, city governmental units, city contractors                | Yes      | "Familial status" is defined as living with minor children  |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered  | Employers covered                   | Sue? | Comments   |
|--------------------------|--|---------------------|-------------------------------------|------|--|
| <b>MISSISSIPPI</b>       | No state law   |                     |                                     |      |  |
| Jackson                  | The right to be free from discrimination based on real or perceived familial status is declared to be a civil right.<br><br>JACKSON, MISSISSIPPI CODE OF ORDINANCES § 86-302 | Parents of children | Private (1), City, city contractors | No   | "Familial status" is defined as past, current or prospective status as a parent of a minor child                           |
| <b>MISSOURI</b>          | No state law   |                     |                                     |      |  |
| Columbia                 | Employers are prohibited from discriminating based on familial status.<br>COLUMBIA, MO. CODE OF ORDINANCES §12-34  | Parents of children | Private (1), City, city agencies    | No   | "Familial status" is defined as living with minor children   |
| St. Louis                | Employers are prohibited from discriminating based on familial status.<br><br>ST. LOUIS, MO., CODE OF ORDINANCES §3.44.080   | Parents of children | Private (6)                         | No   | "Familial status" is defined as living with minor children   |
| <b>MONTANA</b>           | No state law   |                     |                                     |      |  |
| Butte-Silver Bow County  | Employers are prohibited from discriminating based on actual or perceived familial status.<br>BUTTE-SILVER BOW COUNTY, MONTANA CODE OF ORDINANCES §5.68.030                  | Parents of children | Private (1)                         | Yes  | "Familial status" is defined as living with minor children   |
| <b>NEBRASKA</b>          | No state law   |                     |                                     |      |  |
| <b>NEVADA</b>            | No state law   |                     |                                     |      |  |
| <b>NEW HAMPSHIRE</b>     | No state law   |                     |                                     |      | State has a policy (but not a law) against employment discrimination based on familial status (living with minor children) |
| Concord                  | City is prohibited from discriminating against applicants and employees because of familial status.<br>CONCORD, N.H. CODE OF ORDINANCES §34-5-4                              | Unknown             | City                                | No   | "Familial status" is not defined   |
| <b>NEW JERSEY</b>        | No state law; discrimination against state employees based on "familial status" is prohibited by administrative regulation.<br>N.J.A.C. 4A:7-3.1                             | Unknown             | State                               | No   | "Familial status" is not defined.  |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered  | Employers covered | Sue?     | Comments   |
|--------------------------|--|---|-------------------|----------|--|
| East Orange              | The City is prohibited from discriminating based on actual or perceived family status.<br>EAST ORANGE, NJ CODE OF ORDINANCES §60-123                                   | Caregivers of family members, including children, own parents and adult family members, who live together | City              | Yes/ Exh | "Family status" is defined as being in a family, which means a spouse, sibling, parent, child or other near relative who lives with the employee, and a non-relative under certain circumstances |
| Elizabeth                | The City is prohibited from discriminating against and harassing employees based on familial status.<br>ELIZABETH, NJ CODE OF ORDINANCES §2.28.070                     | Unknown   | City              | No       | "Familial status" is not defined   |
| Maywood                  | The City is prohibited from discriminating against and harassing employees based on familial status.<br>MAYWOOD, NJ CODE OF ORDINANCES §52-59                          | Unknown   | City              | No       | "Familial status" is not defined   |
| Newark                   | The City is prohibited from discriminating based on familial status.<br>NEWARK, N.J., CODE §2:2-84.6   | Unknown   | City              | No       | "Familial status" is not defined   |
| Passaic                  | The City is prohibited from harassing employees based on familial status. PASSAIC, N.J., CODE OF ORDINANCES §35-6  | Unknown   | City              | No       | "Familial status" is not defined   |
| Rocky Hill               | The Borough is prohibited from discriminating against and harassing employees based on familial status.<br>BOROUGH OF ROCKY HILL, N.J., CODE OF ORDINANCES §§24-9, -10 | Unknown   | Borough           | No       | "Familial status" is not defined   |
| Wanaque                  | The Borough is prohibited from harassing employees based on familial status.<br>BOROUGH OF WANAQUE, N.J., CODE OF ORDINANCES §29-22                                    | Unknown   | Borough           | No       | "Familial status" is not defined   |
| <b>NEW MEXICO</b>        | No state law   |   |                   |          |  |
| Angel Fire               | Harassment based on familial status will not be tolerated by the Village.<br>VILLAGE OF ANGEL FIRE, NM CODE OF ORDINANCES §2-8-5(B)                                    | Unknown   | Village           | No       | "Familial status" is not defined   |
| <b>NEW YORK</b>          | Employers are prohibited from discriminating based on familial status.<br>N.Y. EXEC. LAW § 296   | Parents of children   | All employers     | Yes      | "Familial status" is defined as having a child or living with minor children   |
| Cazenovia                | Harassment of Village employees based on familial status is prohibited.<br>CAZENOVIA, NY CODE OF ORDINANCES §40-2  | Unknown   | Village           | No       | "Familial status" is not defined   |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered  | Employers covered                                    | Sue? | Comments   |
|--------------------------|--|---|--|------|--|
| Ithaca                   | Employers are prohibited from discriminating based on actual or perceived familial status.<br>ITHACA CITY, N.Y., CODE §215-3               | Parents of children   | Private (4), City, city contractors                  | Yes  | "Familial status" is defined as living with minor children   |
| New York City            | Employers are prohibited from discriminating based on actual or perceived caregiver status.<br>N.Y.C. ADMIN. CODE §8-107                   | Caregivers of family members, including children, own parents and adult family members, and others who live with the employee and who have a disability and rely on the employee for care | Private (4), City, governmental bodies or agencies   | Yes  | "Caregiver status" is defined as providing direct and ongoing care for a care recipient (a person with a disability who is a covered relative or who lives with the employee and relies on the employee for medical care or the needs of daily living). Covered relatives include spouse, partner, parent, sibling, grandparent, parents of the employee's spouse or partner, or any other individual in a familial relationship with the employee |
| Rye Brook                | The Village is prohibited from discriminating against its employees based on parental status.<br>RYE BROOK CODE §24-7                      | Parents of children   | Village  | No   | "Parental status" is not defined   |
| Suffolk County           | Employers are prohibited from discriminating based on actual or perceived familial status.<br>SUFFOLK COUNTY, NY CODE OF ORDINANCES §528-7 | Parents of children   | Private (4), County, political subdivisions of state | Yes  | "Familial status" is defined as living with minor children   |
| Westchester County       | Employers are prohibited from discriminating based on actual or perceived familial status.<br>WESTCHESTER COUNTY, N.Y., CODE §700.03       | Parents of children   | Private (4)  | No   | "Familial status" is defined as living with minor children   |
| <b>NORTH CAROLINA</b>    | No state law   |   |  |      |  |
| Apex                     | Employers are prohibited from discriminating based on familial status.<br>APEX, N.C. CODE OF ORDINANCES § 3-4(b)                           | Parents of children   | Private (1), town                                    | No   | "Familial status" is defined as past, current, or prospective status as a parent of a child younger than 18  |
| Asheville                | Employers are prohibited from discriminating based on familial status.<br>ASHEVILLE, N.C. CODE OF ORDINANCES § 10-2(b)                     | Unknown   | Private (1), city                                    | No   | "Familial status" is not defined   |

| <b>State/Local Jurisdiction</b> | <b>Summary of Law</b>   | <b>Caregivers covered</b> | <b>Employers covered</b>                | <b>Sue?</b> | <b>Comments</b>  |
|---------------------------------|---|---------------------------|---|-------------|--|
| Buncombe County                 | Employers are prohibited from discriminating based on familial status.<br>BUNCOMBE COUNTY, N.C. CODE OF ORDINANCES § 42-2     | Unknown                   | Private (1), County, county contractors | No          | "Familial status" is not defined                           |
| Carrboro                        | Employers are prohibited from discriminating based on familial status.<br>CARRBORO, N.C. TOWN CODE § 8-83                     | Unknown                   | Private (1), Town                       | No          | "Familial status" is not defined                           |
| Cary                            | Employers are prohibited from discriminating based on familial status.<br>CARY, N.C. RESOLUTION ADOPTING WAKE COUNTY LAW      | Unknown                   | Private (1), town, contractors          | No          | "Familial status" is not defined                           |
| Chapel Hill                     | Employers are prohibited from discriminating based on familial status.<br>CHAPEL HILL, N.C. CODE OF ORDINANCES § 10-245       | Unknown                   | Private (1)                             | No          | "Familial status" is not defined                           |
| Charlotte                       | Employers are prohibited from discriminating based on familial status.<br>CHARLOTTE, N.C. CODE OF ORDINANCES §12-83           | Parents of children       | Private (1)                             | No          | "Familial status" is defined as living with minor children |
| Chatham County                  | Employers are prohibited from discriminating based on familial status.<br>CHATHAM COUNTY, N.C. CODE OF ORDINANCES §114.03     | Unknown                   | Private (1), County                     | No          | "Familial status" is not defined                           |
| Durham                          | Employers are prohibited from discriminating based on familial status.<br>DURHAM, N.C. CODE OF ORDINANCES § 34-93             | Parents of children       | Private (1), City, city contractors     | No          | "Familial status" is defined as living with minor children |
| Durham County                   | Employers are prohibited from discriminating based on familial status. DURHAM COUNTY, N.C. CODE OF ORDINANCES § 15-45         | Unknown                   | Private (1), county contractors         | No          | "Familial status" is not defined                           |
| Garner                          | Employers are prohibited from discriminating based on familial status.<br>GARNER, N.C. RESOLUTION ADOPTING WAKE COUNTY LAW    | Unknown                   | Private (1), town, contractors          | No          | "Familial status" is not defined                           |
| Greensboro                      | City applicants shall not be discriminated against based on familial status.<br>GREENSBORO, N.C. CODE OF ORDINANCES § 21-5(D) | Unknown                   | City                                    | No          | "Familial status" is not defined                           |
| Hillsborough                    | Employers are prohibited from discriminating based on familial status. HILLSBOROUGH, N.C. CODE OF ORDINANCES § 5-11.A(C)      | Unknown                   | Private (1), town                       | No          | "Familial status" is not defined                           |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered                | Sue?    | Comments   |
|--------------------------|---|---------------------|----------------------------------|---------|--|
| Knightdale               | Employers are prohibited from discriminating based on familial status.<br>KNIGHTDALE, N.C. RESOLUTION ADOPTING WAKE COUNTY LAW  | Unknown             | Private (1), town, contractors   | No      | "Familial status" is not defined                           |
| Mecklenburg County       | Employers are prohibited from discriminating based on familial status.  | Parents of children | Private (1), County              | No      | "Familial status" is defined as living with minor children |
| Morrisville              | Employers are prohibited from discriminating based on familial status.<br>MORRISVILLE, N.C. RESOLUTION ADOPTING WAKE COUNTY LAW | Unknown             | Private (1), town, contractors   | No      | "Familial status" is not defined                           |
| Raleigh                  | Employers are prohibited from discriminating based on familial status.<br>RALEIGH, N.C. RESOLUTION ADOPTING WAKE COUNTY LAW     | Unknown             | Private (1), City, contractors   | No      | "Familial status" is not defined                           |
| Rolesville               | Employers are prohibited from discriminating based on familial status.<br>ROLESVILLE, N.C. RESOLUTION ADOPTING WAKE COUNTY LAW  | Unknown             | Private (1), town, contractors   | No      | "Familial status" is not defined                           |
| Orange County            | Employers are prohibited from discriminating based on familial status.<br>ORANGE COUNTY, N.C. CODE OF ORDINANCES § 12-7(A)      | Parents of children | Private (15), County contractors | Yes/Exh | "Familial status" is defined as living with minor children |
| Wake County              | Employers are prohibited from discriminating based on familial status.<br>WAKE COUNTY, N.C. CODE OF ORDINANCES § 34.03          | Unknown             | Private (1), City, contractors   | No      | "Familial status" is not defined                           |
| Wendell                  | Employers are prohibited from discriminating based on familial status.<br>WENDELL, N.C. RESOLUTION ADOPTING WAKE COUNTY LAW     | Unknown             | Private (1), town, contractors   | No      | "Familial status" is not defined                           |
| Winston-Salem            | Employers are prohibited from discriminating based on familial status.<br>WINSTON- SALEM, N.C. CODE OF ORDINANCES § 38-120.3    | Parents of children | Private (1), City                | No      | "Familial status" is defined as living with minor children |
| <b>NORTH DAKOTA</b>      | No state law  |                     |                                  |         |  |
| <b>OHIO</b>              | No state law  |                     |                                  |         |  |
| Akron                    | Employers are prohibited from discriminating based on familial status.<br>AKRON, OHIO CODE OF ORDINANCES §38.02                 | Parents of children | Private (4)                      | No      | "Familial status" is defined as living with minor children |
| Athens                   | Employers are prohibited from discriminating based on familial status.<br>ATHENS, OHIO CODE OF ORDINANCES §3.07.62              | Parents of children | Private (1)                      | No      | "Familial status" is defined as living with minor children |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered                          | Sue? | Comments   |
|--------------------------|---|---------------------|--|------|--|
| Bexley                   | Employers are prohibited from discriminating based on familial status.<br>BEXLEY, OHIO CODE OF ORDINANCES §637.03   | Parents of children | Private (4), City, City departments        | No   | "Familial status" is defined as living with minor children |
| Bowling Green            | Employers are prohibited from discriminating based on family status.<br>BOWLING GREEN, OHIO CODE OF ORDINANCES, §39.02  | Unknown             | Private (5), City, city contractors        | Yes  | "Family status" is not defined                             |
| Cincinnati               | Employers are prohibited from discriminating based on familial status.<br>CINCINNATI, OHIO CODE OF ORDINANCES §§914-5, 914-1-D1   | Parents of children | Private (4) and City                       | No   | "Familial status" is defined as living with minor children |
| Cleveland Heights        | Employers are prohibited from discriminating based on familial status.<br>CLEVELAND HEIGHTS, OHIO CODE OF ORDINANCES §749.12  | Parents of children | Private (4)                                | No   | "Familial status" is defined as living with minor children |
| Columbus                 | Employers are prohibited from discriminating based on familial status.<br>COLUMBUS, OHIO CODE OF ORDINANCES §2331.03  | Parents of children | Private (4), City, city subdivisions       | No   | "Familial status" is defined as living with minor children |
| Dublin                   | Employers are prohibited from discriminating based on familial status.<br>DUBLIN, OHIO CODE OF ORDINANCES §140.02   | Parents of children | Private (4), City                          | No   | "Familial status" is defined as living with minor children |
| Hilliard                 | Employers are prohibited from discriminating based on familial status.<br>HILLIARD, OHIO CODE OF ORDINANCES §525.19(C)  | Parents of children | Private (4), City                          | No   | "Familial status" is defined as living with minor children |
| Kent                     | Employers are prohibited from discriminating based on familial status.<br>CITY OF KENT, OHIO CODE OF ORDINANCES §555.02   | Unknown             | Private (4), State, political subdivisions | No   | "Familial status" is not defined                           |
| New Carlisle             | The City is prohibited from harassing its employees based on familial status.<br>CODIFIED ORDINANCES OF NEW CARLISLE, OH §246.02  | Unknown             | City                                       | No   | "Familial status" is not defined                           |
| Olmsted Falls            | Employers are prohibited from discriminating based on family status.<br>OLMSTED FALLS, OH CODE OF ORDINANCES §623.04  | Unknown             | Private (1)                                | Yes  | "Family status" is not defined                             |
| St. Clairsville          | The City is prohibited from discriminating against its employees based on family status.<br>ST. CLAIRSVILLE, OH CODE OF ORDINANCES ARTICLE V, CIVIL SERVICE COMM'N, §11 | Unknown             | City                                       | No   | "Family status" is not defined                             |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered  | Sue? | Comments   |
|--------------------------|---|---------------------|--|------|--|
| Toledo                   | Employers are prohibited from discriminating based on familial status.<br>TOLEDO, OHIO CODE OF ORDINANCES §§554.02, 554.01(s) | Unknown             | Private (12)   | No   | "Familial status" is not defined   |
| Xenia                    | Employers are prohibited from discriminating based on familial status.<br>XENIA, OHIO CODE OF ORDINANCES §620.03              | Parents of children | Private (4), State, political subdivisions of the state                        | Yes  | "Familial status" is defined as living with minor children   |
| <b>OKLAHOMA</b>          | No state law  |                     |  |      |  |
| Mounds                   | The City is prohibited from harassing its employees based on familial status.<br>MOUNDS, OKLA., CODE OF ORDINANCES §2-72      | Unknown             | City   | No   | "Familial status" is not defined   |
| Norman                   | Employers are prohibited from discriminating based on familial status.<br>NORMAN, OKLA., CODE OF ORDINANCES §7-104            | Unknown             | Private (1), City, city departments  | No   | "Familial status" is not defined   |
| Okmulgee                 | Employers are prohibited from discriminating based on family status.<br>OKMULGEE, OKLA. CODE OF ORDINANCES §7.04.030(B)       | Unknown             | Private (5), City, city departments  | No   | "Family status" is not defined   |
| <b>OREGON</b>            | No state law  |                     |  |      | State has a policy against employment discrimination based on familial status (living with minor children) |
| Beaverton                | Employers are prohibited from discriminating based on familial status.<br>BEAVERTON CODE §5.16.020                            | Unknown             | Private (1), State and local governmental bodies                               | Yes  | "Familial status" is not defined   |
| Benton County            | Employers are prohibited from discriminating based on familial status.<br>BENTON COUNTY OR. CODE §28.105                      | Unknown             | Private (1), State and local governmental bodies                               | Yes  | "Familial status" is not defined   |
| Corvallis                | Employers are prohibited from discriminating based on familial status.<br>CORVALLIS, OR., MUNICIPAL CODE §1.23.050            | Unknown             | Private (1), State and local governmental bodies                               | Yes  | "Familial status" is not defined   |
| Eugene                   | Employers are prohibited from discriminating based on familial status. EUGENE, OR. CITY CODE §4.620                           | Parents of children | Private (1), City, city boards, commissions, and authorities, city contractors | Yes  | "Familial status" is defined as living with minor children   |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered   | Sue?      | Comments   |
|--------------------------|---|---------------------|---|-----------|--|
| Hillsboro                | Employers are prohibited from discriminating based on familial status.<br>HILLSBORO, OR., MUNICIPAL CODE §7.28.020                      | Unknown             | Not defined   | Yes       | "Familial status" is not defined   |
| Multnomah County         | The County is prohibited from discriminating against its employees based on familial status.<br>MULTNOMAH COUNTY OR. CODE §9.060        | Unknown             | County  | No        | "Familial status" is not defined   |
| Portland                 | Employers are prohibited from discriminating based on familial status.<br>PORTLAND, OR. CODE §23.01.050                                 | Parents of children | Private (1), State and local governmental bodies  | Yes       | "Familial status" is defined as living with minor children   |
| Salem                    | Employers are prohibited from discriminating based on familial status.<br>SALEM, OR. CODE OF ORDINANCES §97.020                         | Unknown             | Private (1), local government body  | Yes       | "Familial status" is not defined   |
| Springfield              | Employers are prohibited from discriminating based on familial status.<br>SPRINGFIELD, OR. MUNICIPAL CODE §5.554                        | Unknown             | Private (1), City, city boards, commissions, and authorities                                  | No        | "Familial status" is not defined   |
| <b>PENNSYLVANIA</b>      | No state law  |                     |   |           | State has a policy against employment discrimination based on familial status (living with minor children) |
| Abington                 | Employers are prohibited from discriminating based on actual or perceived familial status.<br>ABINGTON, PA. CODE OF ORDINANCES §99-4    | Parents of children | Private (4), Township, township departments, boards and commissions                           | Yes/ Exh  | "Familial status" is defined as living with minor children   |
| Allegheny County         | Employers are prohibited from discriminating based on familial status.<br>CODE OF ORDINANCES OF ALLEGHENY COUNTY, PA. §215-32           | Parents of children | Private (4), County, county boards, commissions, authorities, and other governmental agencies | Yes/ Exh  | "Familial status" is defined as living with minor children   |
| Bethlehem                | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CITY OF BETHLEHEM, PA. ORDINANCE 145.03   | Unknown             | Private, public (1)   | Yes/ Exh  | "Familial status" is not defined   |
| Bloomsburg               | Employers are prohibited from discriminating based on actual or perceived familial status.<br>BLOOMSBURG, PA. MUNICIPAL CODE §6-1003(1) | Unknown             | Private (4), Town   | Yes / Exh | "Familial status" is not defined   |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered  | Employers covered  | Sue?     | Comments   |
|--------------------------|--|---|--|----------|--|
| Bridgeport               | Employers are prohibited from discriminating based on actual or perceived familial status.<br>BRIDGEPORT, PA. CODE OF ORDINANCES §40-3           | Parents of children   | Private (1), Borough, borough departments, boards and commissions                                      | Yes/ Exh | "Familial status" is defined as living with minor children   |
| Churchill                | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CHURCHILL, PA. CODE OF ORDINANCES §52-3            | Parents of children   | Private (1), Borough, borough departments, boards and commissions                                      | Yes/Exh  | "Familial status" is defined as living with minor children   |
| Conshohocken             | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CONSHOHOCKEN, PA. MUNICIPAL CODE §6-704            | Parents of children   | Private (4), Borough, borough departments, boards and commissions                                      | Yes/ Exh | "Familial status" is defined as living with minor children   |
| Doylestown               | Employers are prohibited from discriminating based on actual or perceived familial status.<br>DOYLESTOWN, PA. MUNICIPAL CODE §359                | Parents of children   | Private (1), Borough, borough departments, boards and commissions                                      | Yes/ Exh | "Familial status" is defined as living with minor children   |
| Easton                   | Employers are prohibited from discriminating based on actual or perceived familial status.<br>EASTON, PA. CODE OF ORDINANCES §79-3               | Unknown   | Private (1), City, city departments, boards and commissions  | Yes/ Exh | "Familial status" is not defined   |
| Etna                     | Employers are prohibited from discriminating based on actual or perceived familial status.<br>THE CODE OF THE ETNA § 93.3(A)                     | Unknown   | Private (4), Borough   | Yes/Exh  | "Familial status" is not defined   |
| Folcroft                 | Discrimination in employment based on familial status is prohibited.<br>FOLCROFT, PA. CODE OF ORDINANCES §25-21                                  | Unknown   | Not defined  | No       | "Familial status" is not defined   |
| Harrisburg               | Employers are prohibited from discriminating based on familial status.<br>CITY OF HARRISBURG, PA. CODE OF ORDINANCES §4-105.1                    | Parents of children and caregivers of groups of individuals with disabilities | Private (4), City, departments, boards and commissions, authorities, school districts, and contractors | Yes      | "Familial status" is defined as living with minor children, and/or groups of disabled individuals who may or may not be related joined in a household unit |
| Kennett Square           | Employers are prohibited from discriminating based on actual or perceived familial status.<br>BOROUGH OF KENNETT SQUARE PA. MUNICIPAL CODE §2-63 | Parents of children   | Private (1), Borough and its departments, boards, commissions and agencies                             | Yes/ Exh | "Familial status" is defined as living with minor children   |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered   | Employers covered   | Sue?     | Comments   |
|--------------------------|--|--|---|----------|--|
| Lancaster                | Employers are prohibited from discriminating based on familial status.<br>CODE OF THE CITY OF LANCASTER, PA. CODE §125-8                           | Parents of children  | Private (4), City, city departments, boards, commissions and authorities                      | No       | "Familial status" is defined as living with minor children   |
| Lansdowne                | Employers are prohibited from discriminating based on familial status.<br>CODE OF THE BOROUGH OF LANSDOWNE, PA. CODE §38-3                         | Parents of children  | Private (1), Borough, borough departments, boards and commissions                             | No       | "Familial status" is defined as living with minor children   |
| Lehigh County            | Employers are prohibited from discriminating based on actual or perceived familial status.<br>LEHIGH COUNTY, PA. ORDINANCE 2024-106                | Parents of children  | Private, public (1)   | Yes/ Exh | "Familial status"  |
| New Britain              | Employers are prohibited from discriminating based on actual or perceived familial status.<br>BOROUGH OF NEW BRITAIN, PA. CODE OF ORDINANCES §27-4 | Parents of children  | Private (4), Borough, borough departments, boards, commissions, agencies and school districts | Yes/ Exh | "Familial status" is defined as living with minor children   |
| Newtown                  | Employers are prohibited from discriminating based on actual or perceived familial status.<br>BOROUGH OF NEWTOWN, PA. CODE OF ORDINANCES §20-3     | Parents of children  | Private (1), Borough, borough departments, boards and commissions                             | Yes/ Exh | "Familial status" is defined as living with minor children   |
| Philadelphia             | Employers are prohibited from discriminating based on familial status.<br>THE PHILADELPHIA CODE §9-1103  | Caregivers of family members, including own parents and adult family members | Private (1), City, city departments, boards, and commissions, Commonwealth agencies           | Yes/ Exh | "Familial status" is defined as providing care or support to a family member. Family members include spouses, partners, parents, grandparents, siblings, and in-laws |
| Phoenixville             | Employers are prohibited from discriminating based on actual or perceived familial status.<br>PHOENIXVILLE, PA. MUNICIPAL CODE §6-1103             | Parents of children  | Private (4), Borough, borough departments, boards, commissions, government agencies           | No       | "Familial status" is defined as living with minor children   |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered           | Employers covered   | Sue?     | Comments  |
|--------------------------|--|------------------------------|---|----------|---|
| Pittsburgh               | Employers are prohibited from discriminating based on familial status.<br>PITTSBURGH, PA. CODE OF ORDINANCES §§659.02, 651.04(B)   | Parents of children          | Private (5), City, departments, boards, agencies, city contractors  | Yes/ Exh | "Familial status" is defined as living with minor children  |
| Pittston                 | Employers are prohibited from discriminating based on actual or perceived familial status.<br>PITTSBURGH, PA. CODE OF ORDINANCES §49-3   | Parents of children          | Private (1), City, city departments, boards, commissions, government agencies                                   | Yes/ Exh | "Familial status" is defined as living with minor children  |
| Reading                  | Employers are prohibited from discriminating based on familial status.<br>READING, PA. CODE OF ORDINANCES §23-506  | Parents of children          | Private (5), City, city departments, boards, commissions and authorities, government agencies, city contractors | Yes      | "Familial status" is defined as living with minor children  |
| Shippensburg             | Employers are prohibited from discriminating based on familial status.<br>CODE OF THE BOROUGH OF SHIPPENSBURG, PA. §43-4(A)  | Unknown                      | Private (4), Borough  | Yes/ Exh | "Familial status" is not defined  |
| State College            | Employers are prohibited from discriminating based on actual or perceived familial status and family responsibilities.<br>CODE OF ORDINANCES OF THE BOROUGH OF STATE COLLEGE, PA. §5-904 | Caregivers of family members | Private (4), Borough, political subdivisions, borough departments, boards, commissions, government agencies     | Yes/ Exh | "Familial status" is defined as living with minor children.<br>"Family responsibilities" is defined as caring for a family member of any age, in the past, present, or future |
| Stroudsburg              | Employers are prohibited from discriminating based on actual or perceived familial status.<br>BOROUGH OF STROUDSBURG, PA. CODE OF ORDINANCES §1-384                                      | Parents of children          | Private (1), Borough, borough departments, boards, commissions, government agencies                             | Yes/ Exh | "Familial status" is defined as living with minor children  |
| Uwchlan                  | Employers are prohibited from discriminating based on actual or perceived familial status.<br>TOWNSHIP OF UWCHLAN, PA. CODE OF ORDINANCES § 56-4(A)                                      | Unknown                      | Private (1), Township   | Yes/ Exh | "Familial status" is not defined  |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered  | Sue?     | Comments  |
|--------------------------|---|---------------------|--|----------|---|
| West Chester             | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CODE OF THE BOROUGH OF WEST CHESTER, PA. §37A-3           | Parents of children | Private (1), Borough, borough departments, boards, commissions, government agencies                | Yes/ Exh | "Familial status" is defined as living with minor children  |
| Wilkes-Barre             | Employers are prohibited from discriminating based on actual or perceived familial status.<br>CODE OF ORDINANCES OF THE CITY OF WILKES-BARRE, PA. §14-3 | Parents of children | Private (1), City, city departments, boards, commissions, government agencies                      | Yes/ Exh | "Familial status" is defined as living with minor children  |
| <b>RHODE ISLAND</b>      | No state law  |                     |  |          |   |
| <b>SOUTH CAROLINA</b>    | No state law  |                     |  |          |   |
| <b>SOUTH DAKOTA</b>      | No state law  |                     |  |          |   |
| Brookings                | Employers are prohibited from discriminating based on familial status.<br>BROOKINGS, SD CODE OF ORDINANCES §2-143                                       | Parents of children | Private (1), State, state political subdivisions and agencies, and public bodies, city contractors | Yes      | "Familial status" is defined as living with minor children  |
| Vermillion               | Employers are prohibited from discriminating based on familial status.<br>VERMILLION, SD CODE OF ORDINANCES §32.49                                      | Parents of children | Private (1), State, state political subdivisions and agencies, and public bodies                   | Yes/ Exh | "Familial status" is defined as living with minor children  |
| <b>TENNESSEE</b>         | No state law  |                     |  |          | The state has a law prohibiting local jurisdictions from enacting employment protections not covered by state law |
| <b>TEXAS</b>             | No state law  |                     |  |          |   |
| Fulton                   | Employers are prohibited from discriminating based on familial status.<br>FULTON, TEX. CODE OF ORDINANCES §22-21  | Unknown             | Private (15)   | No       | "Familial status" is not defined  |
| <b>UTAH</b>              | No state law  |                     |  |          |   |
| <b>VERMONT</b>           | No state law  |                     |  |          |   |

| State/Local Jurisdiction | Summary of Law  | Caregivers covered  | Employers covered  | Sue? | Comments   |
|--------------------------|---|---|--|------|--|
| <b>VIRGINIA</b>          | No state law  |   |  |      |  |
| Norfolk                  | The City is prohibited from discriminating against its employees in employment based on parental status.<br>NORFOLK, VA CODE OF ORDINANCES §2.1-1.7     | Parents of children   | City, city contractors                                       | No   | "Parental status" is not defined   |
| <b>WASHINGTON</b>        | No state law  |   |  |      |  |
| King County              | The County is prohibited from discriminating against its employees based on status as a family caregiver.<br>KING COUNTY, WASH. CHARTER SEC. 840        | Unknown   | County, county contractors                                   |      | "Status as a family caregiver" is not defined  |
| Spokane                  | Employers are prohibited from discriminating based on familial status.<br>SPOKANE, WASH. MUNICIPAL CODE §18.01.010                                      | Parents of children   | Private (1), City, city boards, commissions, and authorities | No   | "Familial status" is not defined, but "family" is defined as living with minor children  |
| Tacoma                   | Employers are prohibited from discriminating based on familial status.<br>TACOMA, WASH. MUNICIPAL CODE §1.29.050  | Parents of children   | Private (8), state and local agencies and instrumentalities  | No   | "Familial status" is defined as living with minor children   |
| <b>WEST VIRGINIA</b>     | No state law  |   |  |      |  |
| Charles Town             | Employers are prohibited from discriminating based on familial status.<br>CHARLES TOWN, WV CODIFIED ORDINANCES §154.03                                  | Parents of children   | Private (12)   | No   | "Familial status" is defined as living with minor children   |
| Moundsville              | The City is prohibited from discriminating against its employees in employment based on familial status.<br>MOUNDSVILLE, WV CODE OF ORDINANCES § 155.03 | Unknown   | City   | No   | "Familial status" is not defined   |
| <b>WISCONSIN</b>         | No state law; discrimination against state employees based on "familial status" prohibited by Wisconsin Human Resources Handbook (chapter 440)          | Parents and caregivers of adult relatives who live with employee        | State  | No   | "Familial status" is defined as living with minor children or in a household that includes one or more minor or adult relatives  |
| De Pere                  | Employers are prohibited from discriminating based on actual or perceived family status.<br>DE PERE, WIS. CODE OF ORDINANCES §9-1(D)                    | Caregivers of adult relatives, including own parents, who live together | Private (5)  | No   | "Family status" is defined as a household containing one or more minor or adult relatives (note: this definition may apply to housing, but no other definition is provided for employment) |

| State/Local Jurisdiction | Summary of Law   | Caregivers covered                                    | Employers covered  | Sue? | Comments   |
|--------------------------|--|---|--|------|--|
| Green Bay                | Employers are prohibited from discriminating based on actual or perceived familial status.<br>GREEN BAY, WIS. CODE OF ORDINANCES §12-8           | Parents of children                                   | Private (1), City contractors                              | No   | "Familial status" is defined as living with minor children   |
| Madison                  | Employers are prohibited from discriminating based on familial status.<br>MADISON, WIS. CODE OF ORDINANCES §39.03(8)                             | Parents of children                                   | Private (1), City  | No   | "Familial status" is defined as living with minor children   |
| Milwaukee                | Employers are prohibited from discriminating based on or failing to accommodate familial status.<br>MILWAUKEE, WIS. CODE OF ORDINANCES §109-9    | Parents of children                                   | Private (1), City contractors                              | No   | "Familial status" is defined as living with minor children   |
| Mount Horeb              | The Village is prohibited from discriminating against applicants based on family responsibilities.<br>MOUNT HOREB, WIS. CODE OF ORDINANCES §1.08 | Unknown   | Village  | No   | "Family responsibilities" is not defined   |
| Racine                   | Employers are prohibited from discriminating based on familial status.<br>RACINE, WIS. MUNICIPAL CODE §62-38                                     | Parents of children and caregivers of adult relatives | Private (1), state, county, town, city, village, districts | No   | "Familial status" is defined as a household containing one or more minor or adult relatives (note: this definition applies to housing) |
| <b>WYOMING</b>           | No state law   |   |  |      |  |

## b. State and Local Laws Methodology

This database represents the most comprehensive listing of state and local FRD laws that exists. To maintain it, WorkLife Law researchers methodically search dozens of legislative databases in U.S. state and local jurisdictions annually and updates the list when we identify new laws. **The last comprehensive search was conducted in September 2024.** It is possible that some local laws haven't been identified or were enacted since this time. We recommend conducting targeted local searches to supplement this data.

## II. Other Laws that Protect Caregivers

The federal laws described below apply to employees in all states, in addition to any applicable state or local law(s).

### a. Federal Laws

#### i. Title VII of the Civil Rights Act of 1964

Title VII prohibits discrimination on the basis of race, color, religion, sex, and national origin. This law applies to employers nationwide with 15 or more employees. Under Title VII, it is illegal for employers to take negative employment actions (such as firing, refusing to hire, failing to promote, harassing, or taking other negative employment actions) when the action is based on the employee's race, color, religion, sex, or national origin.

Discrimination against caregivers is not directly prohibited by Title VII, but it often shows up as illegal sex discrimination when employers take negative actions against employees based on unfounded beliefs or stereotypes about how caregivers of a certain gender will behave or should behave. For example, an employer may not promote a mother based on the stereotype that mothers are not as committed to their jobs because of their children always come first, or an employer may fire a father who takes time off to take his child to the doctor based on the belief that men should be expected to prioritize work over family care.

Discrimination against caregivers can also show up as racial discrimination, which is also illegal under Title VII. Employers may treat some caregivers worse because of their race or make employment decisions based on stereotypes about how a caregiver with the employee's racial background will or should behave. For example, it is illegal to allow a white woman to arrive late to work because of childcare issues but discipline a Black woman for doing the same.

#### *Pregnancy Discrimination Act*

The Pregnancy Discrimination Act (PDA) is a part of Title VII that prohibits discrimination based on pregnancy (including plans to become pregnant), abortion/pregnancy loss, childbirth, breast/chestfeeding, and related medical conditions. It is illegal for employers to take negative employment action against an employee because they are pregnant or trying to become pregnant; have a medical condition related to pregnancy (such as severe morning sickness, high risk pregnancy, or postpartum depression/anxiety); had or considered having an abortion; requested or took pregnancy-related leave; are breast/chestfeeding; or recently gave birth.

Pregnancy discrimination may be explicit, such as telling a job applicant they were not hired because they are pregnant or harassing a pregnant person by creating a hostile work environment. Pregnancy discrimination may also be based on stereotypes and paternalistic ideas. For example, an employer may violate Title VII by not assigning a

pregnant worker to manage a large project due to the belief that the worker is no longer reliable or forcing a pregnant employee out on leave earlier than requested based on the belief that she should be home resting.

Additionally, the Pregnancy Discrimination Act requires employers to treat pregnant and postpartum employees just as well as other employees who are similar in their ability or inability to work, which may mean the employer must provide accommodations, or changes at work for the pregnant employee, if those accommodations or changes are provided to other employees. For example, it could be illegal to discipline a pregnant employee for arriving late to work while allowing an employee who is *not* pregnant to arrive late without discipline. As another example, if the employer allows employees to have modified work duties when they are injured on the job, they may be required to make the same accommodation for pregnant employees who need it.

## ii. **Family and Medical Leave Act (FMLA)**

The Family and Medical Leave Act (FMLA) provides eligible employees with up to 12 weeks of unpaid leave, with continued health benefits, for certain health conditions and care needs. The FMLA is available to workers who need to take time off for their own serious health condition (including pregnancy and childbirth), to care for a family member with a serious health condition, or for the birth or adoption of a child.

Employees are eligible if:

- they work for an employer with 50 or more employees within a 75-mile radius of their worksite;
- have worked for that employer for at least 12 months total; and,
- have worked at least 1,250 hours in the 12 months before leave is needed.

Employers are required to return employees to their same job with the same pay and status when their FMLA leave is over. When needed for the care or treatment of a serious medical condition, FMLA may be taken intermittently, which means a little at a time. The FMLA also prohibits punishing or retaliating against employees for requesting or taking FMLA leave, and employers cannot try to prevent an employee from taking FMLA leave. For example, employers may violate the law by failing to provide an employee the leave information he needs after requesting time off to care for his mother following surgery or telling a worker that she needs to do a few hours of work during her leave. An employer may violate the law by retaliating against employees for taking or requesting leave, such as putting a mother on probation after she returns from leave for childbirth or firing a father for not meeting productivity goals while on paternity leave.

## iii. **Americans with Disabilities Act (ADA)**

The Americans with Disabilities Act (ADA), which applies to employers with 15 or more employees, prohibits discrimination based on disability. This includes discrimination due to the employee's own disability (or perceived disability). It also includes "associational" discrimination, which is discrimination based on an employee's affiliation with a person

with a disability. Caregivers experience “associational” discrimination when an employer takes negative action against the employee because they care for or have a relationship with someone with a disability—whether they are family members or not. For example, an employer may break the law by firing an employee after learning his spouse has a disability, based on the belief that it will be expensive to provide health insurance for them and that the employee will need to take time off work to care for his spouse. The ADA also prohibits harassment based on an employee’s association with a person with a disability.

Notably, the ADA does not require employers to provide their non-disabled employees with accommodations due to their affiliation with someone who has a disability. For example, an employer is not required by the ADA to allow an employee with a disabled family member to work from home as an accommodation to provide care for the family member; however, the employer cannot treat the caregiver employee worse than other employees requesting to work from home for other reasons.

**iv. The PUMP for Nursing Mothers Act (PUMP Act)**

The PUMP for Nursing Mothers Act (PUMP Act) is a part of the Fair Labor Standards Act that requires employers of all sizes to provide lactating employees with (1) reasonable break time as needed to express (pump) breast milk during the workday, and (2) a non-bathroom, private space to express milk where coworkers and other people will not intrude. Lactation break time and space must be provided to nursing employees of all genders for the first year of their child’s life. Employers with fewer than 50 employees are covered by the law, but they may be exempt in rare situations where complying would cause the business an undue hardship (a significant difficulty or expense in light of available resources).

**v. Employee Retirement Income Security Act (ERISA)**

The Employee Retirement Income Security Act (ERISA) is a federal law which sets requirements for benefit plans provided by private employers, and may protect employer-provided maternity leave, pension, health insurance, and subsidized childcare. The law prohibits employers from taking negative employment actions against employees because they are using (or intend to use) their benefit plan. For example, employers may violate this law by re-writing their benefit policies specifically to exclude a worker with a disabled family member or firing that worker in order to avoid providing benefits. ERISA also prohibits interference intended to prevent an employee from gaining rights to a covered plan. For example, employers may violate this law by firing an employee rather than allowing them to use their maternity leave benefits. Employers may also violate ERISA by giving fewer pension credits or other benefits to workers taking maternity leave as compared with those who take other forms of leave.

**vi. The Equal Pay Act of 1963**

The Equal Pay Act applies to employers covered by the Fair Labor Standards Act and with two or more employees. It bans sex-based wage discrimination between employees working in the same establishment who perform jobs that require substantially equal skill, effort and responsibility under similar working conditions. Employers who pay people less or offer lesser benefits based on sex stereotypes about caregivers may violate the Equal Pay Act. For example, an employer may violate this law if it pays a mother less than a man for doing the same job based on the assumption that the man will work harder than the mother.

**b. State and Local Protections**

Many states have laws that are similar to the federal laws described above, prohibiting discrimination on the basis of sex, pregnancy, and disability; requiring equal pay; and providing for family and medical leave. In some cases, these laws provide stronger protections than federal law. For example, California’s sex and disability anti-discrimination laws protect employers with 5 or more employees (compared to 15 or more employees under federal law), and California’s family and medical leave law uses a much broader definition of “family” than under the federal FMLA.

Some states and localities also have other types of legal protections that benefit family caregivers:

- Paid sick days
- Paid family and medical leave to bond with a new child or care for an ill or disabled family member
- Pregnancy disability leave
- Disability insurance that can be accessed by employees who are unable to work during pregnancy or postpartum
- “Fair scheduling” laws requiring stable and predictable work schedules
- Time off to attend school/childcare activities and to attend to childcare emergencies
- Reasonable accommodations for pregnancy, childbirth, lactation, and related medical conditions
- Reasonable break time and private space to pump breast milk during the workday
- Reasonable accommodations for employees with disabled family members

For assistance identifying the laws that apply in a particular state and their impact on family caregivers, please contact the Center for WorkLife Law at 415-565-4640 or [info@worklifelaw.org](mailto:info@worklifelaw.org).