

State and Local FRD Laws Prohibiting Employment Discrimination against Parents and Other Caregivers

Some states, counties and municipalities have family responsibilities discrimination (FRD) laws that prohibit employers from discriminating against employees because they provide care to family members. These laws may make it illegal, for example, for employers to select employees for termination because they care for their children or other family members. Employees who work in a location that is not covered by one of these FRD laws may still be protected from discrimination by federal laws that cover family leave, sex discrimination, and disability discrimination. More information is available in the November 2020 report that accompanies this table, [Protecting Parents During Covid-19: State and Local FRD Laws Prohibit Discrimination at Work](#). For questions or assistance, contact the free WorkLife Law hotline, 415-703-8276 or hotline@worklifelaw.org.

Methodology

Important note about currency and reliability of data: 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. The last search was conducted in November 2020. WorkLife Law learned of several local laws enacted after that search was conducted and added them to the database in **April 2022**. It is possible that some local laws have not been identified or were enacted since this time. We recommend conducting targeted local searches to supplement this data.

Explanation of information presented in the database of state and local laws:

¹ The summaries of the laws are very brief and focused on only prohibitions that involve employment actions by an employer. The full laws often also include actions by labor unions and employment agencies, and may also prohibit retaliation, aiding and abetting, advertising activities, and refusal to admit to a training program. The full laws may also detail specific discriminatory activities that employers may not engage in (such as failure to hire and termination).

² The phrase “Parents of children” to describe the caregivers covered is shorthand for what is often a much 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.

³ The number after the word “private” in the employer coverage 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.

⁴ “Yes” means that an employee can file a lawsuit in court for violation of the law. “Yes/Exh” means an employee can file a lawsuit in court for violation of the law 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 may not file a lawsuit in court for violation of the law (or the law is silent on 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.

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ALABAMA	No state law				
ALASKA	It is unlawful for an employer to discriminate because of parenthood. 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. 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. 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. 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. 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. 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. 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. 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. TANANA, ALASKA CODE OF ORDINANCES §32-52	Parents of children	City	No	"Parenthood" is not defined
Unalakleet	City employees and applicants cannot be discriminated against based on parenthood.	Parents of children	City	No	"Parenthood" is not defined

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	UNALAKLEET, ALASKA CODE OF ORDINANCES §3.60.040				
ARIZONA	No state law				
Buckeye	City employees and applicants cannot be discriminated against based on familial status. BUCKEYE, ARIZ. CODE OF ORDINANCES §3-3-2	unknown	City	No	"Familial status" is not defined
Glendale	Employers are prohibited from discriminating based on familial status. 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. 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. 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. 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. TOLLESON, ARIZ. CODE OF ORDINANCES §2-4-2	unknown	City	No	"Familial status" is not defined
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. 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. 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

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ARKANSAS	No state law				The state has a law prohibiting local jurisdictions from enacting employment protections not covered by state law
CALIFORNIA	No state law				
Diamond Bar	City employees, applicants, and all other city personnel cannot be discriminated against based on familial status. 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. 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. SAN FRANCISCO ADMINISTRATIVE CODE §12Z.7	Caregivers of own parents over age 65 and adult family members who have serious health conditions	Private (20), City	No	"Caregiver" is defined to include care for a parent of the employee who is age 65 or over and other adult family members who have serious health conditions. Family is defined as related by blood or marriage, and including spouse, partner, parent, sibling, and grandparent
COLORADO	No state law				
Crested Butte	Employers are prohibited from discriminating based on family responsibility. CRESTED BUTTE MUNICIPAL CODE §§10-11-30, 10-11-20	unknown	Not defined	Yes	"Family responsibility" is not defined
Denver	Employers are prohibited from discriminating based on marital status. 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. TELLURIDE MUNICIPAL CODE §10-6-20	unknown	Private (1), government agency	Yes	"Family responsibility" is not defined
CONNECTICUT	Employer is prohibited from inquiring about familial responsibilities. 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.	unknown	Private (3); City; City departments, agencies, commissions	No	"Family status" is not defined

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	WATERBURY, CONN. CODE OF ORDINANCES §93-03		and officers; City department of education; city contractors		
DELAWARE	Employers are prohibited from discriminating based on family responsibilities. 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
DISTRICT OF COLUMBIA	Employers are prohibited from discriminating based on actual or perceived family responsibilities. 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
FLORIDA	No state law				
Boynton Beach	Employers are prohibited from discriminating based on family status. 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. 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. JUPITER, FLA. CODE §15-58	unknown	City	No	"Family status" is not defined

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Key West	Employers are prohibited from discriminating based on parental status. 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. 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. 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. 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. 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.")
Miami-Dade County	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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.	Parents of children	Private (5)	Yes	"Familial status" is defined as living with minor children

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	MOUNT DORA, FLA. CODE OF ORDINANCES §58-120				
North Port	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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. 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. 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. 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. 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
Volusia County	Employers are prohibited from discriminating based on familial status. 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. 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. 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
GEORGIA	No state law				

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Athens	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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. 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. 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. 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. 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
East Point	The right to be free from discrimination based on actual or perceived familial status is declared to be a civil right. 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. 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.	unknown	Private (1) and City	No	"Familial status" is not defined

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	CODE OF ORDINANCES OF THE CITY OF SMYRNA, GA. § 66-41				
Savannah	Employers are prohibited from discriminating based on actual or perceived familial status. 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
HAWAII	No state law				
IDAHO	No state law				
ILLINOIS	No state law				
Bloomington	Employers are prohibited from discriminating based on familial status. 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 CARBONDALE, ILL. CODE OF ORDINANCES §4-14	unknown	City, city contractors	No	Family status" is not defined
Champaign	Employers are prohibited from discriminating based on family responsibilities. 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. 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. 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. 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	unknown	Village, village contractors	No	Family status" is not defined
Oak Park	Village employees cannot be discriminated against based on familial status. OAK PARK, ILL. VILLAGE CODE § 13-3-1	Parents of children	Village, village departments	No	"Familial status" is defined as living with minor children

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Urbana	Employers are prohibited from discriminating based on family responsibilities. 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. 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
INDIANA	No state law				
Kokomo	Employers are prohibited from discriminating based on familial status. 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. 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. VALPARAISO, IND. CODE OF ORDINANCES §130.12	unknown	Private (1)	Yes/ Exh	"familial status" not defined
Zionsville	Employers are prohibited from discriminating based on familial status. ZIONSVILLE, IND. CODE OF ORDINANCES §103.07	unknown	Private (6)	No	"Familial status" not defined
IOWA	No state law				
Cedar Rapids	Employers are prohibited from discriminating based on familial status. 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. 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. 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
KANSAS	No state law				

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Junction City	Employers are prohibited from discriminating based on familial status. 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. 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"
Topeka	City employees are protected from discrimination based on familial status. 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. 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. 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. WICHITA, KAN. CODE OF ORDINANCES § 2.06.050	unknown	Private (4), City, city contractors	N	"Familial status" not defined
KENTUCKY	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. 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. PADUCAH, KEN. CODE OF ORDINANCES §58-61	unknown	Private (8)	No	"Familial status" not defined
LOUISIANA	No state law				
MAINE	Employers are prohibited from discriminating based on	Parents of children and	Private (1) and government	Yes	"Familial status" is defined as living with minor children or

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	familial status and from asking for information about familial status. 5 M.R.S. § 4572	caregivers to some adults			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. 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. ORONO, MAINE CODE OF ORDINANCES §24-42(F)	unknown	Private (1), Town, town agencies	Yes	"Family status" not defined
MARYLAND	No state law				
Annapolis	City employees are protected from discrimination based on family status. ANNAPOLIS, MD. CODE OF ORDINANCES §3.16.010	unknown	City	No	"Family status" not defined
Frederick County	Employers are prohibited from discriminating based on familial status. 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 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. 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. 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. 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. MONTGOMERY COUNTY, MD. CODE OF ORDINANCES §27-19	Caregivers of others, including own parents and adult family members, if financially or	Private (1), County, county agencies	Yes	"Family responsibilities" is defined as being financially or legally responsible for the support or care of a person

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		legally responsible for their care			
Prince George's County	Employers are prohibited from discriminating based on familial status. 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
MASSACHUSETTS	No state law				
Boston	Employers are prohibited from discriminating based on parental status. 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. 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
MICHIGAN	No state law				State has a policy (but not a law) against employment discrimination based on familial status (living with minor children)
Adrian	Employers are prohibited from discriminating based on actual or perceived family status. 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. 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. 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. BATTLE CREEK, MICHIGAN CODE OF ORDINANCES §214.05	Caregivers of family members related by blood, marriage, or law, including own parents	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,

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		and adult family members			adoption, foster care or legal custody
Cadillac	Employers are prohibited from discriminating based on familial status. 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. 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. DELTA CHARTER TOWNSHIP 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. 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. 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. 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. 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.
Hazel Park	Employers are prohibited from discriminating based on familial status. HAZEL PARK, MICH. CODE OF ORDINANCES §18.02.040	Parents of children	Private (1), City, city contractors	No	"Familial status" is defined as living with minor children. The enforcement mechanism is not specified.

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Holland	Employers are prohibited from discriminating based on familial status. CITY OF HOLLAND, MICH. CODE OF ORDINANCES § 25-3	unknown	Private (1), City, city contractors	No	"Familial status" is not defined
Howell	Employers are prohibited from discriminating based on actual or perceived family status. 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), 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
Huntington Woods	Employers are prohibited from discriminating based on familial status. HUNTINGTON WOODS, MICHIGAN CODE OF ORDINANCES § 19-4	Parents of children	Private (1), governmental agencies	No	"Family status" is defined as living with minor children
Jackson	Employers are prohibited from discriminating based on actual or perceived family status. 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), 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, and individuals who reside together like family
Kalamazoo	Employers are prohibited from discriminating based on actual or perceived family status. 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), 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
Lake Orion	Employers are prohibited from discriminating based on family status. 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), 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.
Lansing	Employers are prohibited from discriminating based on actual or perceived family status. LANSING, MICH., CODE OF ORDINANCES §297.03	Caregivers of family members, including children, own parents and adult family members, or individuals who reside together	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

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		like family member			
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. 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. 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. 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. 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
Oshtemo	Employers are prohibited from discriminating based on actual or perceived familial status. OSHTEMO CHARTER TOWNSHIP, MICHIGAN CODE OF ORDINANCES §174.005	Caregivers of family members, including children, own parents and adult family members, or individuals who reside together	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

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State/Local Jurisdiction	Summary of Law ¹	Caregivers covered ²	Employers covered ³	Sue? ⁴	Comments
		like family members			
Pleasant Ridge	Employers are prohibited from discriminating based on familial status. 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. 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. 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. 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. 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
Trenton	Employers are prohibited from discriminating based on actual or perceived family responsibilities. 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. 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. 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.	Caregivers of family members, including own parents and	Private (5), City, city contractors	Yes	"Familial status" is defined as the state of being related by blood or affinity to the fourth degree

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	YPSILANTI, MICHIGAN CODE OF ORDINANCES §58-65	adult family members			
MINNESOTA	Employers are prohibited from discriminating based on familial status; employers may not request information about familial status. MINN. STAT. §363A.08	Parents of children	Private (1); State; state departments, agencies, and political subdivisions	Yes	"Familial status" is defined as living with minor children
Minneapolis	Employers are prohibited from discriminating based on familial status. 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. 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. 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
MISSISSIPPI	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.	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
MISSOURI	No state law				
Columbia	Employers are prohibited from discriminating based on familial status. 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. ST. LOUIS, MO., CODE OF ORDINANCES §3.44.080	Parents of children	Private (6)	No	"Familial status" is defined as living with minor children
MONTANA	No state law				
Butte-Silver Bow County	Employers are prohibited from discriminating based on actual or perceived familial status. 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
NEBRASKA	No state law				

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NEVADA	No state law				
NEW HAMPSHIRE	No state law				State has a policy (but not a law) against employment discrimination based on familial status (living with minor children)
NEW JERSEY	No state law; discrimination against state employees based on "familial status" is prohibited by administrative regulation. N.J.A.C. 4A:7-3.1	unknown	State	No	"Familial status" is not defined.
East Orange	The City is prohibited from discriminating based on actual or perceived family status. 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 harassing employees based on familial status. 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. 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. 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. 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. BOROUGH OF WANAQUE, N.J., CODE OF ORDINANCES §29-22	unknown	Borough	No	"Familial status" is not defined
NEW MEXICO	No state law				

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Angel Fire	Harassment based on familial status will not be tolerated by the Village. VILLAGE OF ANGEL FIRE, NM CODE OF ORDINANCES §2-8-5(B)	unknown	Village	No	"Familial status" is not defined
NEW YORK	Employers are prohibited from discriminating based on familial status. 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. CAZENOVIA, NY CODE OF ORDINANCES §40-2	unknown	Village	No	"Familial status" is not defined
Ithaca	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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, which is defined as 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. 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. 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.	Parents of children	Private (4)	No	"Familial status" is defined as living with minor children

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	WESTCHESTER COUNTY, N.Y., CODE §700.03				
NORTH CAROLINA	No state law				
Apex	Employers are prohibited from discriminating based on familial status. 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. ASHEVILLE, N.C. CODE OF ORDINANCES § 10-2(b)	unknown	Private (1), city	No	"Familial status" is not defined
Buncombe County	Employers are prohibited from discriminating based on familial status. 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. CARRBORO, N.C. TOWN CODE § 8-83	unknown	Private (1), Town	No	"Familial status" is not defined
Chapel Hill	Employers are prohibited from discriminating based on familial status. 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. 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. 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. 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
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
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
Orange County	Employers are prohibited from discriminating based on familial status. ORANGE COUNTY, N.C. CODE OF ORDINANCES § 12-7(A)	Parents of children	Private (15), County, county contractors	Yes/exh	"Familial status" is defined as living with minor children
Winston-Salem	Employers are prohibited from discriminating based on familial status. WINSTON-	Parents of children	Private (1), City	No	"Familial status" is defined as living with minor children

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	SALEM, N.C. CODE OF ORDINANCES § 38-120.3				
NORTH DAKOTA	No state law				
OHIO	No state law				
Akron	Employers are prohibited from discriminating based on familial status. 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. ATHENS, OHIO CODE OF ORDINANCES §3.07.62	Parents of children	Private (1)	No	"Familial status" is defined as living with minor children
Bexley	Employers are prohibited from discriminating based on familial status. 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. BOWLING GREEN, OHIO CODE OF ORDINANCES, §39.02	unknown	Private (5), City, city contractors	Yes	"Family status" is not defined
Cleveland Heights	Employers are prohibited from discriminating based on familial status. 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. 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. 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. 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. 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. CODIFIED ORDINANCES OF NEW CARLISLE, OH §246.02	unknown	City	No	"Familial status" is not defined

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Olmsted Falls	Employers are prohibited from discriminating based on family status. 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. ST. CLAIRSVILLE, OH CODE OF ORDINANCES ARTICLE V, CIVIL SERVICE COMM'N, §11	unknown	City	No	"Family status" is not defined
Xenia	Employers are prohibited from discriminating based on familial status. 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
OKLAHOMA	No state law				
Mounds	The City is prohibited from harassing its employees based on familial status. 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. 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. OKMULGEE, OKLA. CODE OF ORDINANCES §7.04.030(B)	unknown	Private (5), City, city departments	No	"Family status" is not defined
OREGON	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. 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. 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. 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.	Parents of children	Private (1), City, city boards, commissions,	Yes	"Familial status" is defined as living with minor children

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State/Local Jurisdiction	Summary of Law ¹	Caregivers covered ²	Employers covered ³	Sue? ⁴	Comments
	EUGENE, OR. CITY CODE §4.620		and authorities, city contractors		
Hillsboro	Employers are prohibited from discriminating based on familial status. 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. MULTNOMAH COUNTY OR. CODE §9.060	unknown	County	No	"Familial status" is not defined
Portland	Employers are prohibited from discriminating based on familial status. 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. 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. SPRINGFIELD, OR. MUNICIPAL CODE §5.554	unknown	Private (1), City, city boards, commissions, and authorities	No	"Familial status" is not defined
PENNSYLVANIA	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. 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. 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
Bloomsburg	Employers are prohibited from discriminating based on actual or perceived familial status. BLOOMSBURG, PA. MUNICIPAL CODE §6-1003(1)	unknown	Private (4), Town	Yes / Exh	"Familial status" is not defined
Bridgeport	Employers are prohibited from discriminating based on	Parents of children	Private (1), Borough,	Yes/ Exh	"Familial status" is defined as living with minor children

State and Local FRD Laws

Prohibiting Employment Discrimination against Parents and Other Caregivers

State/Local Jurisdiction	Summary of Law ¹	Caregivers covered ²	Employers covered ³	Sue? ⁴	Comments
	actual or perceived familial status. BRIDGEPORT, PA. CODE OF ORDINANCES §40-3		borough departments, boards and commissions		
Churchill	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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. 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. 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. 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. 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. 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 includes groups of handicapped 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. BOROUGH OF KENNETT SQUARE PA. MUNICIPAL CODE §2-63	Parents of children	Private (1), Borough, borough departments, boards, commissions and agencies	Yes/ Exh	"Familial status" is defined as living with minor children

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State/Local Jurisdiction	Summary of Law ¹	Caregivers covered ²	Employers covered ³	Sue? ⁴	Comments
Lancaster	Employers are prohibited from discriminating based on familial status. 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. 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
New Britain	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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. 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. PHOENIXVILLE, PA. MUNICIPAL CODE §6-1103	Parents of children	Private (4), Borough, borough departments, boards, commissions, and government agencies	No	"Familial status" is defined as living with minor children
Pittston	Employers are prohibited from discriminating based on actual or perceived familial status. PITTSTON, PA. CODE OF ORDINANCES §49-3	Parents of children	Private (1), City, city departments, boards, commissions, and government agencies	Yes/ Exh	"Familial status" is defined as living with minor children

State and Local FRD Laws

Prohibiting Employment Discrimination against Parents and Other Caregivers

State/Local Jurisdiction	Summary of Law ¹	Caregivers covered ²	Employers covered ³	Sue? ⁴	Comments
Reading	Employers are prohibited from discriminating based on familial status. READING, PA. CODE OF ORDINANCES §23-506	Parents of children	Private (5), City, city departments, boards, commissions and authorities, and government agencies, city contractors	Yes	"Familial status" is defined as living with minor children
Shippensburg	Employers are prohibited from discriminating based on familial status. 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. 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, and government agencies	Yes/ Exh	"Familial status" is defined as living with minor children. "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. BOROUGH OF STROUDSBURG, PA. CODE OF ORDINANCES §1-384	Parents of children	Private (1), Borough, borough departments, boards, commissions, and 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. TOWNSHIP OF UWCHLAN, PA. CODE OF ORDINANCES § 56-4(A)	unknown	Private (1), Township	Yes/ Exh	"Familial status" is not defined
West Chester	Employers are prohibited from discriminating based on actual or perceived familial status. CODE OF THE BOROUGH OF WEST CHESTER, PA. §37A-3	Parents of children	Private (1), Borough, borough departments, boards, commissions, and 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.	Parents of children	Private (1), City, city departments, boards, commissions,	Yes/ Exh	"Familial status" is defined as living with minor children

State and Local FRD Laws

Prohibiting Employment Discrimination against Parents and Other Caregivers

State/Local Jurisdiction	Summary of Law ¹	Caregivers covered ²	Employers covered ³	Sue? ⁴	Comments
	CODE OF ORDINANCES OF THE CITY OF WILKES-BARRE, PA. §14-3		and government agencies		
RHODE ISLAND	No state law				
SOUTH CAROLINA	No state law				
SOUTH DAKOTA	No state law				
Brookings	Employers are prohibited from discriminating based on familial status. 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. 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
TENNESSEE	No state law				The state has a law prohibiting local jurisdictions from enacting employment protections not covered by state law
TEXAS	No state law				
Fulton	Employers are prohibited from discriminating based on familial status. FULTON, TEX. CODE OF ORDINANCES §22-21	unknown	Private (15)	No	"Familial status" is not defined
UTAH	No state law				
VERMONT	No state law				
VIRGINIA	No state law				
Norfolk	The City is prohibited from discriminating against its employees in employment based on parental status. NORFOLK, VA CODE OF ORDINANCES §2.1-1.7	Parents of children	City, city contractors	No	"Parental status" is not defined
WASHINGTON					
King County	The County is prohibited from discriminating against its employees based on status as a family caregiver. KING COUNTY, WASH. CHARTER SEC. 840	unknown	County, county contractors		"Status as a family caregiver" is not defined

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Prohibiting Employment Discrimination against Parents and Other Caregivers

State/Local Jurisdiction	Summary of Law ¹	Caregivers covered ²	Employers covered ³	Sue? ⁴	Comments
Spokane	Employers are prohibited from discriminating based on familial status. 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. 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
WEST VIRGINIA	No state law				
Charles Town	Employers are prohibited from discriminating based on familial status. 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. MOUNDSVILLE, WV CODE OF ORDINANCES § 155.03	unknown	City	No	"Familial status" is not defined
WISCONSIN	No state law; discrimination against state employees based on "familial status" is 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. 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)
Madison	Employers are prohibited from discriminating based on familial status. 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. 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. MOUNT HOREB, WIS. CODE OF ORDINANCES §1.08	unknown	Village	No	"Family responsibilities" is not defined

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Prohibiting Employment Discrimination against Parents and Other Caregivers

State/Local Jurisdiction	Summary of Law ¹	Caregivers covered ²	Employers covered ³	Sue? ⁴	Comments
Racine	Employers are prohibited from discriminating based on familial status. RACINE, WIS. MUNICIPAL CODE §62-27	Caregivers of adult relatives, including own parents and adult family members, who live together	Private (1), state, county, town, city, village, districts	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)
WYOMING	No state law				



For questions or assistance, contact the free WorkLife Law hotline, 415-703-8276 or hotline@worklifelaw.org.

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