

Department of Planning and Budget 2011 Fiscal Impact Statement

1. Bill Number: SB747

House of Origin ☒ Introduced ☐ Substitute ☐ Engrossed
 Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. Patron: McEachin, A.

3. Committee: General Laws and Technology

4. Title: Nondiscrimination in state employment; prohibited based on race, color, religion, etc.

5. Summary: Note: This fiscal impact statement has been revised because new information was provided to indicate that the fiscal impact was indeterminate rather than no impact.

Prohibits discrimination in state employment based on race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, or status as a special disabled veteran or other veteran covered by the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended. The bill defines "sexual orientation" as a person's actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression. The bill expressly provides that "sexual orientation" shall not include any person's attraction toward persons with whom sexual conduct would be illegal due to the age of the parties. The bill contains technical amendments.

6. Budget Amendment Necessary: No

7. Fiscal Impact Estimates: Indeterminate

8. Fiscal Implications: The current policies of the Commonwealth are consistent with the provisions of this bill except regarding the protection for sexual orientation, which is not presently covered by Title VII of the Civil Rights Act of 1964 as amended or the Virginia Human Rights Act. Because the bill prohibits discrimination on the basis of sexual orientation, additional cases of discrimination may result. The number of cases is unknown so the fiscal impact is indeterminate.

9. Specific Agency or Political Subdivisions Affected: All state agencies

10. Technical Amendment Necessary: No

11. Other Comments: The bill defines sexual orientation as *a person's actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression. The bill expressly provides that "sexual orientation" shall not include any person's attraction towards persons with whom sexual conduct would be illegal due to the age of the parties.*

Date: January 17, 2011

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c: Secretary of Administration