



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.

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
ALABAMA	No state law				
Birmingham	Employers are prohibited from discriminating based on real or perceived familial status. BIRMINGHAM, ALA. CODE OF ORDINANCES §2-4-81(D)	Parents of children	Private (1)	No	"Familial status" is defined as living with minor children
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

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
Unalakleet	City employees and applicants cannot be discriminated against based on parenthood. UNALAKLEET, ALASKA CODE OF ORDINANCES §3.60.040	Parents of children	City	No	"Parenthood" is not defined
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
Chandler	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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

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. 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
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 and must provide caregivers with flexible or predictable schedules for caregiving unless to do so would cause an undue hardship. 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. Family is defined as related by blood or marriage or domestic partnership, and includes 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

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
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. 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
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				

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
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
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.")

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. 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. 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. 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

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
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				
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

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. 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. 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. 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	It is a civil rights violation for employers to harass or discriminate against employees based on actual or perceived family responsibilities. 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. 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

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
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 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. 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. 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				
Carmel	Employers are prohibited from discriminating based on family status. 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. 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" is 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" is 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				
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"

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
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	No	"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 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. 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				

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
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
Anne Arundel County	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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 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. 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
MASSACHUSETTS	No state law				
Arlington	Employers are prohibited from discriminating based on family status. 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. 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 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 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. 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, 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. 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.
Grand Rapids	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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.
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.

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. 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. 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

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
Oakland County	County employees are protected from discrimination based on familial status. 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. 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. 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
Sterling Heights	Employers are prohibited from discriminating based on actual or perceived family status. 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. 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. 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
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, 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. 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

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
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. 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
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				
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)
Concord	City is prohibited from discriminating against applicants and employees because of familial status. CONCORD, N.H. CODE OF ORDINANCES §34-5-4	Unknown	City	No	"Familial status" is not defined
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.

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. 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. 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				
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

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. 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 (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. WESTCHESTER COUNTY, N.Y., CODE §700.03	Parents of children	Private (4)	No	"Familial status" is defined as living with minor children
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

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
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
Cary	Employers are prohibited from discriminating based on familial status. 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. 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
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. 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. 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. 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. 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. 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. 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. 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. 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. 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. 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
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

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
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
Cincinnati	Employers are prohibited from discriminating based on familial status. 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. 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
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

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
Toledo	Employers are prohibited from discriminating based on familial status. 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. 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. 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. 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
Bethlehem	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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. 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. 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/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. 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. 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
Lehigh County	Employers are prohibited from discriminating based on actual or perceived familial status. 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. 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, 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. 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. 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. 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. 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, 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, 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

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. 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. 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
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				

State/Local Jurisdiction	Summary of Law	Caregivers covered	Employers covered	Sue?	Comments
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	No state law				
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
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" 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)

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. 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. 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
Racine	Employers are prohibited from discriminating based on familial status. 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)
WYOMING	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. **Pregnant Workers Fairness Act**

The Pregnant Workers Fairness Act requires employers nationwide that have 15 or more employees to provide reasonable accommodations for pregnancy, childbirth, and related medical conditions. This means that, upon request, employers must provide changes to how, where, or when the job is done to protect employee and pregnancy health and wellbeing. Accommodations must be given unless it would impose an undue hardship on the employer, which is a significant difficulty or expense. Changes are available for pregnancy symptoms and pregnancy complications; infertility; miscarriage, pregnancy loss, and abortion; childbirth and recovery; postpartum conditions like depression and anxiety; and breastfeeding and lactation. A wide range of accommodations are available, from extra bathroom breaks and a stool to sit on to telework, excusal from hazardous job functions, and leave.

To learn more about the kinds of accommodations that are available and how they are requested and provided, visit www.pregnantatwork.org/accommodating-pregnant-employees.

iii. **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.

iv. 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.

v. 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).

vi. 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.

vii. 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 WorkLife Law at 415-565-4640 or info@worklifelaw.org.