

Discrimination Laws and Religious Exemptions by State

- = State law prohibits discrimination on the designated basis in some circumstances
- ✓ = State law provides a religious exemption to anti-discrimination laws

State	Gender	Marital Status	Sexual Orientation
Alabama	•		
Alaska	• ✓ (ltd.)	• ✓ (ltd.)	
Arizona	•		
Arkansas	•		
California	• ✓	• ✓	• ✓
Colorado	• ✓	• ✓	• ✓
Connecticut	•	•	• ✓
Delaware	• ✓ (ltd.)	• ✓ (ltd.)	
Florida	• ✓	•	
Georgia	•	•	
Hawaii	•	•	•
Idaho	• ✓ (ltd.)		

Illinois	• ✓	• ✓	• ✓
Indiana	• ✓ (ltd.)		
Iowa	• ✓		• ✓
Kansas	• ✓ (ltd.)		
Kentucky	• ✓		•
Louisiana	• ✓ (ltd.)		
Maine	• ✓	•	• ✓
Maryland	• ✓ (ltd.)	• ✓ (ltd.)	• ✓
Massachusetts	• ✓	• ✓	• ✓
Michigan	• ✓ (ltd.)	•	
Minnesota	• ✓ (ltd.)	•	• ✓
Mississippi	•		
Missouri	• ✓	•	
Montana	• ✓ (ltd.)	•	
Nebraska	• ✓ (ltd.)	•	

Nevada	• ✓ (ltd.)	•	• ✓ (ltd.)
New Hampshire	• ✓	• ✓	• ✓
New Jersey	• ✓	• ✓	• ✓
New Mexico	• ✓	• ✓	• ✓
New York	• ✓	• ✓	• ✓
North Carolina	• ✓ (ltd.)		
North Dakota	•	•	
Ohio	•	•	
Oklahoma	•	•	
Oregon	•	•	• ✓
Pennsylvania	• ✓	•	
Rhode Island	• ✓ (ltd.)	• ✓ (ltd.)	• ✓ (ltd.)
South Carolina	• ✓		
South Dakota	• ✓	• ✓	
Tennessee	•		
Texas	• ✓		

Utah	• ✓		
Vermont	• ✓	•	• ✓
Virginia	•	•	
Washington	• ✓	• ✓	• ✓
West Virginia	•		
Wisconsin	•	•	•
Wyoming	• ✓		