

State Disability Discrimination Laws

Compiled by Cancer Legal Line

Alabama

Ala. §§21-7-1 & -8

“Rights of Blind & Otherwise Physically Disabled Persons”

<http://www.dhr.state.al.us/Index.asp>

Alaska

Alaska Stat. §18.80.010 *et seq.*

“State Commission for Human Rights”;

Alaska Admin. Code tit. 6, §30-910 *et seq.* *“Rules Governing Practice & Procedure Before the State Commission for Human Rights”* ;

Alaska Admin. Code tit. 6, §65.010 *et seq.* *“Compliance with the Americans with Disabilities Act”*

<http://gov.state.ak.us/aschr/>

Arizona

Ariz. Rev. State. §41-1461 *et seq.* *“Discrimination in Employment”*;

Ariz. Admin. Code R10-3-200. *“Employment Discrimination”*;

Ariz. Admin. Code R10-3-405. *“Arizonians with Disabilities Act”*

http://www.azag.gov/civil_rights/index.html

Arkansas

Ark. Code Ann. §16-123-101 *et seq.* *“Civil Rights Act”*;

Ark. Code Ann. §§20-14-301 to -308. *“Disabled People”*

<http://www.state.ar.us/labor/index.html>

California

Cal. Gov’t Code §12900 *et seq.* *“Department of Fair Employment and Housing”*;

Cal. Code Regs. tit. 2, §7286.3 *et seq.* “*Discrimination in Employment*”

<http://caag.state.ca.us/civilrights/index.htm>

Colorado

Colo. Rev. Stat. §24-34-301 *et seq.* “*Colorado Civil Rights Commission*”;

Colo. Rev. Stat. §§24-34-801 to -804. “*Persons with Disabilities--Civil Rights*”;

Colo. Code Regs. §708-1 “*Civil Rights Commission*”

<http://www.dora.state.co.us/civil-rights/>

Connecticut

Conn. Gen. Stat. §46a-51 *et seq.* “*Human Rights Commission*”

<http://www.ct.gov/chro/site/default.asp>

Delaware

Del. Code. Ann. tit. 19, §720 *et seq.* “*Handicapped Persons Employment Protections Act*”;

Del. Admin. Code 65 400 004. “*Disabled Persons Employment Protections*”

<http://statehumanrelations.delaware.gov/>

District of Columbia

D.C. Code Ann. §2-1402.01 *et seq.* “*Human Rights Act*”;

D.C. Code Ann. §§7-1005 & 1007. “*Rights of Blind and Physically Disabled Persons*”;

D.C. Mun. Regs. tit. 4, §100 *et seq.* “*Complaints of Discrimination in the District of Columbia Government*”

<http://ohr.dc.gov/ohr/site/default.asp>

Florida

Fla. Stat. Ann. §760.01 *et seq.* “*Civil Rights Act*”;

Fla. Admin. Code Ann. r. 60Y-2.001 *et seq.* “*Commission on Human Relations*”

<http://fchr.state.fl.us/>

Georgia

Ga. Code §§34-6A-1 to -6. “*Equal Employment for Persons with Disabilities Code*”;

Ga. Code §45-19-20 *et seq.* “*Fair Employment Practices Act of 1978*”;

Ga. Code §30-1-1 *et seq.* “*Handicapped Persons*”;

Ga. Comp. R. & Regs. r. 186-1-.01 *et seq.* “*Rules of Commission on Equal Opportunity*”

http://www.georgia.gov/00/channel_title/0,2094,4802_5001,00.html

Hawaii

Haw. Rev. Stat. §378-1 *et seq.* “*Fair Employment Practices Act*”;

Haw. Admin. Rules tit. 12, §12-24-1 *et seq.* “*Relating to Unlawful Suspension or Discharge*”

<http://hawaii.gov/labor/hcrc/>

Idaho

Idaho Code §67-5901 *et seq.* “*Commission on Human Rights*”;
Idaho Admin. Code §45.01.01.000 *et seq.* “*Idaho Human Rights Commission Rules*”
<http://humanrights.idaho.gov/>

Illinois

775 Ill. Comp. Stat. 5/1-101 *et seq.* “*Human Rights Act*”;
Ill. Admin. Code tit. 56, §§2500.10-.60. “*Handicap Discrimination in Employment*”
<http://www.state.il.us/ihrc/>

Indiana

Ind. Code §22-9-5-1 *et seq.* “*Employment Discrimination Against Disabled Persons*”;
Ind. Code §§16-32-3-1 to -5. “*Rights of Blind & Other Physically Disabled Persons*”;
Ind. Admin. Code tit. 910, r. 1-1.5-1 *et seq.* “*Civil Rights Commission*”
<http://www.in.gov/icrc/>

Iowa

Iowa Code §216.1 *et seq.* “*Civil Rights Act of 1965*”;
Iowa Admin. Code Agcy. r. 161.8.1(216) *et seq.* “*Discrimination in Employment Selection Procedure*”
<http://www.state.ia.us/government/crc/>

Kansas

Kan. Stat. §§44-1001 *et seq.* “*Act Against Discrimination*”;
Kan. Stat. §§39-1101 to 1113. “*Physicall Disabled Persons*”;
Kan. Admin. Regs. 21-34-1 *et seq.* “*Guidelines on Discrimination Because of Disability*”
<http://www.khrc.net/>

Kentucky

Ky. Rev. Stat. §344.010 *et seq.* “*Civil Rights Act*”;
Ky. Rev. Stat. Ann. §207.130 *et seq.* “*Equal Opportunities Act*”;
104 Ky. Admin. Regs. 1:020 *et seq.* “*Commission on Human Rights*”
<http://kchr.ky.gov/>

Louisiana

La. Rev. Stat. §23:301 *et seq.* “*Employment Discrimination Law*”;
La. Rev. Stat. §51:2231 *et seq.* “*Louisiana Commission on Human Rights*”
<http://www.gov.state.la.us/HumanRights/humanrightshome.htm>

Maine

Me. Rev. Stat. Ann. tit. 5, §4551 *et seq.* “*Human Rights Act*”;
Code Me. R. 94-348 §6.05 *et seq.* “*Human Rights Commission*”;
Code Me. R. 94-348 §3.02 *et seq.* “*Employment Regulations of the Maine Human Rights Commission*”
<http://www.state.me.us/mhrc/index.shtml>

Maryland

Md. Code Ann. 49B §§1-28 “*Human Rights Commission*”;
Md. Regs. Code tit. 14, §03.02.01 *et seq.* “*Anti-Discrimination Relating to Persons with Disabilities*”
<http://www.mchr.state.md.us/webcontacts/webcontacts2.html>

Massachusetts

Mass. Gen. Laws ch. 151B, §§1-10 “*Unlawful Discrimination Because of Race, Color, Religious Creed, National Origin, Ancestry or Sex*”;
Mass. Regs. Code tit. 804, §3.01. “*Discrimination in Employment*”
<http://www.mass.gov/mcad/welcome.html>

Michigan

Mich. Comp. Laws §37.1101 *et seq.* “*Persons with Disabilities Civil Rights Act*”;
Mich. Comp. Laws §37.2101 *et seq.* “*Elliot-Larsen Civil Rights Act*”;
Mich. Admin. Code r. 37.1 *et seq.* “*Civil Rights Commission Organization, Practice, & Procedure*”
<http://www.michigan.gov/mdcr>

Minnesota

Minn. Stat. § 363A-01 *et seq.* “*Human Rights Act*”;
Minn. R. 5000.0050 *et seq.* “*Department of Human Rights Complaints; Procedures; Compliance*”
<http://www.humanrights.state.mn.us/>

Mississippi

Miss. Code Ann. §43-6-1 & -15. “*Rights & Liabilities of Blind & Other Handicapped Persons*”
Code Miss. R. 46 000 001 “*State Personnel Board Policy & Procedure Manual*”
<http://www.dolir.mo.gov/hr/>

Missouri

Mo. Rev. Stat. §§213.010-.213. “*Human Rights Act*”;
Mo. Code Regs. Ann. tit. 8, §60-3.060. “*Guidelines & Interpretations of Employment Anti-Discrimination Laws*”

<http://www.dolir.mo.gov/hr/>

Montana

Mont. Code Ann. § 49-1-101 *et seq.* “*Human Rights Act*”;
Mont. Admin. R. 24.9.1404 *et seq.* “*Guidelines for Employment*”;
Mont. Admin. R. 2.21.4001 *et seq.* “*Nondiscrimination--Equal Employment Opportunity*”;
R. 24.9.606 “*Failure to Make Reasonable Accommodations*”
<http://erd.dli.mt.gov/humanright/hrhome.asp>

Nebraska

Neb. Rev. Stat. §48.1101 “*Fair Employment Practice Act*”;
138 Neb. Admin. Code ch. 1 001 *et seq.* “*Fair Employment Practices Act*”
<http://www.neoc.ne.gov/index.htm>

Nevada

Nev. Rev. Stat. §233.010 *et seq.* “*Equal Rights Commission*”;
Nev. Rev. Stat. §613.310 *et seq.* “*Equal Opportunities for Employment*”;
Nev. Rev. Stat. §426.005 *et seq.* “*Persons with Disabilities*”;
Nev. Admin. Code ch. 233, §233.002 *et seq.* “*Equal Rights Commission*”
http://dhhs.nv.gov/ods_disabilityservices.htm

New Hampshire

N.H. Rev. Stat. Ann. §354-A *et seq.* “*Commission for Human Rights*”;
N.H. Code Admin. R. Ann. Hum. 401.01 *et seq.* “*Discrimination in Employment*”
<http://www.nh.gov/hrc/>

New Jersey

N.J. Stat. Ann. §10:5-1 *et seq.* “*Law Against Discrimination*”;
N.J. Admin. Code tit. 13, §13-1.1 *et seq.* “*Regulations Pertaining to Discrimination on the Basis of Disability*”
<http://www.state.nj.us/lps/dcr/>

New Mexico

N.M. Stat. Ann. §28-1-1 *et seq.* “*Human Rights Act*”;
N.M. Stat. Ann. §28-10-9 *et seq.* “*Handicapped Employment Act*”;
N.M. Admin. Code tit. 9, §9.1.1 *et seq.* “*Human Rights General Provisions*”

New York

N.Y. Exec. Law §§290-301 “*Human Rights Law*”;
N.Y. Civ. Rights §47-a. “*Employment of Persons with a Disability*”;
N.Y. Comp. Codes R. & Regs. tit. 9, §465 *et seq.* “*Division of Human Rights*”
<http://www.dhr.state.ny.us/>

North Carolina

N.C. Gen. Stat. §168A-1 *et seq.* “*Persons with Disabilities Protection Act*”; N.C. Gen. Stat. §168-1 *et seq.* “*Handicapped Persons*”;
N.C. Admin. Code tit. 25, r. 11.2201-2204. “*Fair Employment*”
<http://www.doa.state.nc.us/hrc/>

North Dakota

N.D. Cent. Code §14-02.4-01 *et seq.* “*Human Rights Act*”;
N.D. Cent. Code §§25-13-01 to -05. “*Blind and Disabled Persons’ Activities*”
<http://www.nd.gov/labor/services/human-rights/>

Ohio

Ohio Rev. Code Ann. §4112.02 *et seq.* “*Civil Rights Commission*”;
Ohio Admin. Code §4112-5-08. “*Discrimination in the Employment of the Disabled*”
<http://crc.ohio.gov/>

Oklahoma

Okla. Stat. tit. 25, ch. 21, §1301 *et seq.* “*Discrimination in Employment*”;
Okla. Admin. Code §335:15-9-1 to -4. “*Interpretive Guidelines on Discrimination Against the Handicapped*”;
Okla. Admin. Code §340:1-11-1 *et seq.* “*Civil Rights & Nondiscrimination on Basis of Race, Color, National Origin, Sex, Age, Religion or Disability*”
<http://www.ok.gov/6308/2975/>

Oregon

Or. Rev. Stat. §659A.100 *et seq.* “*Unlawful Discrimination in Employment, Public Accommodations & Real Property Transactions*”; Admin. R. 839-003-0000 *et seq.* “*Civil Rights Complaint Procedures*”
<http://www.oregon.gov/BOLI/CRD/index.shtml>

Pennsylvania

43 Pa. Cons. Stat. §951 *et seq.* “*Human Relations Act*”;
16 Pa. Code §44.1 *et seq.* “*Discrimination on the Basis of Handicap or Disability*”
<http://www.phrc.state.pa.us/>

Rhode Island

R.I. Gen. Laws §28-5-1 *et seq.* “*Fair Employment Practices Act*”;
R.I. Gen. Laws §§42-87-1 to -5. “*Civil Rights of People with Disabilities*”;
R.I. Code R. 94 020 001. “*Policies to Effectuate the Provisions of the Fair Employment Practices Act*”;

R.I. Code R. 41 030 010 “*Governor’s Commission on Disabilities Reasonable Accommodation Requests.*”

<http://www.gcd.ri.gov/Web/Civil%20Rights%20pages/Civil%20Rights%20Index%20Page.htm>

South Carolina

S.C. Code Ann. §1-13-10 *et seq.* “*Human Affairs Law*”;

S.C. Code Ann. §43-33-10 *et seq.* “*Rights of Physically Disabled Persons*”;

S.C. Code Ann. Regs. 65-1 *et seq.* “*Human Affairs Law*”

<http://www.state.sc.us/schac/>

South Dakota

S.D. Codified Laws §20-13-1 *et seq.* “*Human Relations Act*”;

S.D. Admin. R. 20:03:01:01 *et seq.* “*Human Rights Administration*”

<http://www.state.sd.us/dol/boards/hr/>

Tennessee

Tenn. Code Ann. §4-21-101 *et seq.* “*Human Rights Act*”;

Tenn. Code Ann. §§8-50-103 to -104. “*Tennessee Handicap Act*”;

Tenn. Comp. R. & Regs. 1500 *et seq.* “*Human Rights Commission*”

<http://www.state.tn.us/humanrights/index.html>

Texas

Tex. Lab. Code Ann. §21.001 *et seq.* “*Employment Discrimination Act*”;

Tex. Hum. Res. Code §121.001 *et seq.* “*Rights and Responsibilities of Persons with Disabilities*”;

40 Tex. Admin. Code §§321.1 *et seq.* “*Commission on Human Rights*”

<http://www.twc.state.tx.us/customers/jsemp/jsempsubcrd.html>

Utah

Utah Code Ann. §34A-5-101 *t seq.* “*Antidiscrimination Act*”;

Utah Code Ann. §26-30-2 “*Rights & Privileges of Blind & Disabled Persons*”;

Utah Admin. Code R606-1. “*Antidiscrimination & Labor*”

<http://laborcommission.utah.gov/AntidiscriminationandLabor/index.html>

Vermont

Vt. Stat. Ann. tit. 21, §494 *et seq.* “*Fair Employment Practices Act*”

<http://www.hrc.state.vt.us/>

Virginia

Va. Code Ann. §51.5-1 *et seq.* “*Virginians with Disabilities Act*”;

Va. Code Ann. §2.2-3900 to -3903. "*Human Rights Act*";
22 Va. Admin. Code §25-10-10 *et seq.* "*Regulaitons to Safeguard Virginians' Human Rights from Unlawful Discrimination*"
<http://www.chr.state.va.us/>

Washington

Wash. Rev. Code §49.60.010 *et seq.* "*Law Against Discrimination*";
Wash. Admin. Code §162-12-100 *et seq.* "*Human Rights Commission*"
<http://www.hum.wa.gov/index.htm>

West Virginia

W. Va. Code §5-11-1 *et seq.* "*Human Rights Act*";
W. Va. Code St. R. §§77-1-1 to -5. "*Rules Regarding Discrimination Against Individuals With Disabilities*"
<http://www.wvf.state.wv.us/wvhrc/>

Wisconsin

Wis. Stat. §§111.31 to .395. "*Fair Employment Act*";
Wis. Admin. Code DWD §218.01 *et seq.* "*Fair Employment*"
<http://www.dwd.state.wi.us/er/>

Wyoming

Wyo. Stat. Ann. §27-9-101 *et seq.* "*Fair Employment Practices Act*"; Wyo. Admin. Code Emp. Labor & Stats. ch. 4, §4 & ch. 10, §§3 & 4 "*Department of Employment & Labor Statistics*"
<http://wydoe.state.wy.us/doe.asp?ID=3>

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