This legislative summary sheet was developed to give an overview of the policy and legislation related to family responsibilities discrimination. Statutes and bills can be reviewed individually, but often it is useful to view them in "themes" or "clusters" to:

- Highlight legislative activity in one particular state
- Make it easier to compare legislation between states
- Illustrate varying legislation language and content

## Adding “Familial Status” to State Employment Discrimination Protections

**California**

- **AB 1001 (Introduced 2/27/2009)**
  - Adds language to the California Fair Employment and Housing Act.
  - Defines “familial status” as having or providing care for a child, domestic partner, grandchild, grandparent, parent, parent-in-law, sibling or spouse.

**Florida**

- **HB 397 (Introduced 1/15/2009)**
- **SB 2012 (Introduced 2/23/2009)**
  - Defines “familial status” as an adult domiciled with and legally caring for a child.
  - Also proposes to add “pregnancy” to state employment protections.

**New Jersey**

- **AB 2292 (Introduced 2/26/2008)**
- **SB 234 (Introduced 1/8/2008)**
  - Adds language to the Law Against Discrimination.
  - Also proposes to provide that employers make reasonable accommodations for pregnancy or pregnancy-related conditions.
Pennsylvania
» HB 280 (Introduced 2/26/2009)
» SB 280 (Introduced 3/6/3009)
  Adds language to the Pennsylvania Human Relations Act.
  Also proposes adding “marital status” to state employment protections.

Adding “Family Responsibilities” to State Employment Discrimination Protections

New York
» AB 6333 (Introduced 3/2/2009)
  Adds language to the New York Executive Law and the Civil Rights Law.
  Defines “family responsibilities” as the “legal responsibility to care for a child.”

Adding “Family Caregiver Status” to State Employment Discrimination Protections

Maine
» HB 664 (Introduced 3/9/2009)
  Adds language to the Maine Human Rights Act.
  Defines “family caregiver status” as “a person who cares for a family member,” and, more specifically, “a person’s child, parent, spouse, domestic partner, or sibling.”

Protecting Employee’s Job When He/She Leaves Work to Attend to a Child’s Emergency

Arizona
» HB 2475 (Introduced 2/4/2009)
  Makes it unlawful for an employer to terminate or threaten to terminate a person’s employment for leaving work to attend to a child’s emergency in certain circumstances.

The Network has compiled a Work-Family Bills and Statutes Database to help provide an overview of the bills that have been proposed and the laws that have been passed in various states that are relevant to work-family issues. This Database includes bills and statutes related to family responsibilities discrimination that have been proposed in previous and current legislative sessions. You can connect to this database at:
http://wfnetwork.bc.edu/bills.php?area=policy