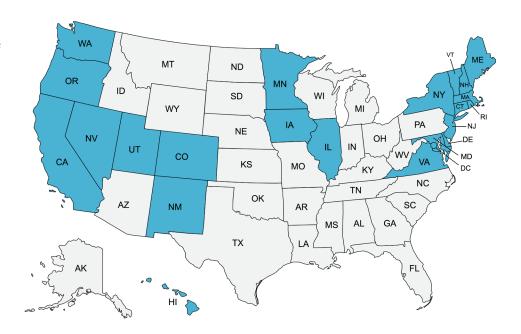


Religious Protections in State Civil Rights Laws

Every state that has adopted new protected classes in its state civil rights law also has religious liberty protections.

In these 22 states and the District of Columbia, religious protections cover employment, housing, and public accommodation. All 22 states and D.C. include at least employment-related religious protections.

These states with religious protections in state civil rights laws include California, New York, Massachusetts, Oregon, Washington, and Illinois, as well as states like Utah and Iowa.



Examples of Statutory Language Protections

Employment (Massachusetts)

"Notwithstanding the provisions of any general or special law nothing herein shall be construed to bar any religious or denominational institution or organization, or any organization operated for charitable or educational purposes, which is operated, supervised or controlled by or in connection with a religious organization, and which limits membership, enrollment, admission, or participation to members of that religion, from giving preference in hiring or employment to members of the same religion or from taking any action with respect to matters of employment, discipline, faith, internal organization, or ecclesiastical rule, custom, or law which are calculated by such organization to promote the religious principles for which it is established or maintained." —Mass. Gen. Law ch. 151B §1(5)

Housing (Oregon)

"It is not an unlawful practice for a bona fide church or other religious institution to take any action with respect to housing or the use of facilities based on a bona fide religious belief about sexual orientation as long as the housing or use of facilities is closely connected with or related to the primary business of the church or institution and is not connected with a commercial or business activity that has no necessary relationship to the church or institution." —Ore. Rev. Stat. §659A.006(3)

Full List of State Statutes and Citations with Religious Protections

California

Employment: Cal. Govt. Code §12926.2(d-f1) Employment: Cal. Govt. Code §12940(j)(4)(B) Housing: Cal. Govt. Code §12955.4

Colorado

Employment: Col. Rev. Stat. §24-34-402(6-7) **Housing:** Col. Rev. Stat. §24-34-502(3)

Public Accommodations: Col. Rev. Stat. §24-34-601(1)

Connecticut

Employment: Conn. Gen. Stat. §46a-81p Employment: Conn. Gen. Stat. §46a-81aa

RFRA: Conn. Gen. Stat. §52-571b

Delaware

Employment: Del. Code §710(7)
Employment in Ed: Del. Code §711(n)(2)

Housing: Del. Code §4607(a)

District of Columbia

Employment: D.C. Code §2-1401.03(b) **Housing:** D.C. Code §2-1401.03(d)

Hawaii

Employment: Haw. Rev. Stat. §378-3(5) Housing: Haw. Rev. Stat. §515-4(2)(b) Housing: Haw. Rev. Stat. §515-8

Illinois

Employment: 775 ILCS 5/2-101(B)(2) Employment in Ed: 775 ILCS 5/2-101(B)(2)

Housing: 775 ILCS 5/3-105(B)(2) **Housing:** 775 ILCS 5/3-106(E)

RFRA: 775 ILCS 35/

lowa

Employment: lowa Code §216.6(6)(d)
Employment in Ed: lowa Code §216.9(2)
Housing: lowa Code §216.12(1)(a)

Public Accommodations: lowa Code §216.7(2)(a)

Maine

Employment: Me. Rev. Stat. §4573-A(2) Housing: Me. Rev. Stat. §4581(4)

Maryland

Employment: Md. Code, State Govt. §20-604(2)
Employment in Ed: Md. Code, State Govt. §20-605(3)

Housing: Md. Code, State Govt. §20-703(7)

Massachusetts

Employment: Mass. Gen. Laws ch. 151B §1(5)

Minnesota

Employment: Minn. Stat. §363A.20(Subdiv. 2) Employment: Minn. Stat. §363A.26 Housing: Minn. Stat. §363A.26

Nevada

Employment: Nev. Rev. Stat. §613.320(1)(b) **Employment in Ed:** Nev. Rev. Stat. §613.350(4)

New Hampshire

Employment: N.H. Rev. Stat. Ann. §354-A:2, VII **Housing:** N.H. Rev. Stat. Ann. §354-A:15, V

New Jersey

Employment: N.J.S.A. 10:5-12(a) **Housing:** N.J.S.A. 10:5-5(n)

New Mexico

Employment: NMSA 1978, §28-1-9(C) Housing: NMSA 1978, §28-1-9(B) RFRA: NMSA 1978, §28-22

New York

Employment: N.Y. Exec. Law §296(11) Housing: N.Y. Exec. Law §296(11)

Oregon

Employment: *Ore. Rev. Stat.* §659A.006(4-5) **Employment in Ed:** *Ore. Rev. Stat.* §659A.006(4)

Housing: Ore. Rev. Stat. §659A.006(3)

Rhode Island

Employment: R.I. Gen. Laws §28-5-6(8)(ii) **Housing:** R.I. Gen. Laws §34-37-4.2(a) **RFRA:** R.I. Gen. Laws §42-80

Utah

Employment: *Utah Code §34A-5-102(1)(i)(ii)(A-B)* **Employment in Ed:** *Utah Code §34A-5-106(3)(a)(ii)(A-B)*

Housing: Utah Code §57-21-3(4)

Public Accommodations: Utah Code §13-7-3

Vermont

Employment: 21 Vt. Stat. Ann. §495(8)(E)(2)(e)

Housing: 9 Vt. Stat. Ann. §4504(5)

Virginia

Employment: Va. Code §2.2-3905(E) **Employment in Ed:** Va. Code §2.2-3905(C)(2)

Housing: Va. Code §36-96.2(C) RFRA: Va. Code §57-1

Washington

Employment: Wash. Rev. Code §49.60.040(11)