

**KNOW
YOUR****RIGHTS**

Know Your Rights: How to File a Complaint for LGBTQIA+ Workplace Discrimination

The Landscape of LGBTQIA+ Workplace Discrimination

Discrimination against LGBTQIA+ people in the workplace contributes to higher levels of unemployment and underemployment among LGBTQIA+ adults compared to people who are not LGBTQIA+. Almost half (47%) of LGBTQIA+ workers have experienced discrimination at some point in their lives, including 55% of transgender and nonbinary workers. Survey results also show that [2 in 5](#) LGBTQIA+ workers do not share their full identities at work because they fear discrimination, mistreatment, or violence. One in five LGBTQIA+ workers is not out to anybody in their workplace.

Workplace discrimination can take [many forms](#). Some examples include:

- Paying an employee less for the same job because they are gay.
- Refusing to promote a transgender employee because of their gender identity.
- Firing an employee for identifying or being perceived as identifying as LGBTQIA+.
- Creating a hostile work environment by making repeated offensive comments or using slurs about someone's sexual orientation or by engaging in violent or abusive conduct against a person because of their gender identity.

Federal Law

Title VII of the Civil Rights Act of 1964 makes it unlawful for an employer to discriminate against someone because of their race, color, religion, sex, or national origin, and applies to all employers with 15 or more employees. In 2020, the U.S. Supreme Court issued its landmark [Bostock v. Clayton County](#) decision clarifying that Title VII's prohibition on sex discrimination protects employees against discrimination on

the basis of sexual orientation or gender identity. The Bostock decision made clear that LGBTQIA+ employees enjoy nationwide protections from workplace discrimination.

The [U.S. Equal Employment Opportunity Commission \(EEOC\)](#) is the primary federal agency responsible for enforcing Title VII and is tasked with receiving and investigating charges of employment discrimination. An employee who experiences discrimination must file a charge with the EEOC before they can file a Title VII claim in court. Notwithstanding the law, the Trump administration's EEOC has indicated that it will not process, investigate, or otherwise enforce federal workplace protections for transgender or nonbinary workers, and in general has expressed hostility toward the LGBTQIA+ community. For this reason, people who experience discrimination may wish to consider filing a complaint at the state level and should consider consulting a lawyer about their options. [Fair Employment Practices Agencies \(FEPAs\)](#) are state-level enforcement agencies through which you can also pursue recourse for employment discrimination.

Some state laws may offer greater protections against workplace discrimination. You can find a summary of LGBTQIA+ employment non-discrimination policies by state [here](#). Please note that in addition to state agencies, your city or county may also have an administrative agency that accepts complaints of discrimination.

This fact sheet focuses on federal law. Federal laws set minimum protections. Depending on the laws and policies of your state or city, you may have more protections.

HOW CAN I FIND A LAWYER?

These materials have been prepared by the National Women's Law Center (NWLC) for informational purposes only. The provision of this material does not create an attorney-client relationship between any attorney at NWLC and the reader and does not constitute legal advice. Organizations and individuals are encouraged to contact a lawyer licensed in their jurisdiction for advice on their specific circumstances. If you are facing sex-based discrimination as a student or employee, the [Legal Network for Gender Equity](#) can help connect you to attorneys. Attorneys in our Legal Network will have a first meeting or call with you for free.

To contact the Legal Network for Gender Equity, fill out an online intake form here: <https://nwlc.org/legal-assistance> or call us at: 202-319-3053. You can also check the National Employment Lawyers Association attorney database here: <http://exchange.nela.org/memberdirectory/findalawyer>. You may also find legal help through the American Bar Association Directory: https://www.americanbar.org/groups/legal_services/flh-home/flh-bardirectories-and-lawyer-finders.

Alaska

Contact information to file a complaint:
Alaska State Commission for Human Rights
1901 Bragaw Street, Suite 300 Anchorage, AK 99508
907-274-4692
800-478-4692
hrc@alaska.gov
<https://humanrights.alaska.gov/>

You can file a complaint here: <https://na3.docusign.net/Member/PowerFormSigning.aspx?PowerFormId=b5ba73e8-7fed-477d-a8a2-1bb48ec4a706#>

Arizona

Contact information to file a complaint:
Arizona Civil Rights Division
2005 N. Central Avenue Phoenix, AZ 85004-1592
602-542-5263
TDD: 602-542-5002
<https://www.azag.gov/civil-rights>

You can file a complaint here: <https://www.azag.gov/complaints/civil-rights>

California

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([AB 196](#)).

Contact information to file a complaint:
California Civil Rights Department (HQ)
651 Bannan Street, Suite 200 Sacramento, CA 95811
800-884-1684
TTY: 800-700-2320 or 711 for Relay Service
contact.center@calcivilrights.ca.gov
<https://calcivilrights.ca.gov/>

You can file a complaint through this process: <https://calcivilrights.ca.gov/ComplaintProcess/>

Colorado

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([SB 07-025](#)).

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Contact information to file a complaint:

Colorado Civil Rights Division

1560 Broadway, Suite 825 Denver, Colorado 80202

303-894-2997 or 711 for TTD Relay

DORA_CCRD@State.co.us

<https://ccrd.colorado.gov/>

You can file a complaint here: <https://socgov07.my.salesforce-sites.com/ColoradoCivilRights/>

Connecticut

State law explicitly prohibits employment discrimination based on sexual orientation ([HB 7133](#)) and gender identity ([HB 6599](#)).

Contact information to file a complaint:

Connecticut Commission on Human Rights and Opportunities

450 Columbus Boulevard, Suite 2 Hartford, Connecticut 06103

860-541-3400

TDD: 860-541-3400

<https://portal.ct.gov/CHRO>

You can file a complaint here: https://forms.office.com/Pages/ResponsePage.aspx?id=-nyLEd2juUiwJjH_abtzi1ho4uKVVftOpzDtEVu7P7IUMEVCUUILTEZKMDAORkFTUzIUNERJTVcOMi4u

Delaware

State law explicitly prohibits employment discrimination based on sexual orientation ([SB 121](#)) and gender identity ([SB 97](#)).

Contact information to file a complaint:

Delaware Department of Labor Division of Industrial Affairs / Office of Antidiscrimination

4425 Market Street Wilmington, DE 19802

302-761-8200

DOL_Antidiscrimination@Delaware.gov

<https://labor.delaware.gov/divisions/industrial-affairs/discrimination/>

You can file a complaint here: <https://labor.delaware.gov/audience-portals/claimants/>

District of Columbia

District law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([Law 16-58](#)).

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Contact information to file a complaint:

DC Office of Human Rights

441 4th Street NW, Suite 570 North Washington, DC 20001

202-727-4559

TTY: 711

ohr@dc.gov

<https://ohr.dc.gov/>

You can file a complaint through this process: <https://ohr.dc.gov/service/file-discrimination-complaint>

Florida

Contact information to file a complaint:

Florida Commission on Human Relations

4075 Esplanade Way, Room 110 Tallahassee, FL 32399

850-488-7082

TDD ASCII: 800-955-1339

TDD Baudot: 800-955-8771

fchrinfo@fchr.myflorida.com

<https://fchr.myflorida.com/>

You can file a complaint through this process: <https://fchr.myflorida.com/employment>

Georgia

Contact information to file a complaint:

Georgia Commission on Equal Opportunity

205 Jesse Hill Jr. Drive S.E. 14th Floor – 1470B East Tower Atlanta, GA 30334

404-656-1736

800-473-6736

<https://gceo.georgia.gov>

You can file a complaint here: <https://gceo.georgia.gov/complaints/employment-complaint-questionnaire>

Guam

Territory law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([Bill 102-33](#)).

Hawai'i

State law explicitly prohibits employment discrimination based on sexual orientation ([SB 1811](#)) and gender identity ([HB 546](#)).

Contact information to file a complaint:

Hawai'i Civil Rights Commission

830 Punchbowl Street, Room 411 Honolulu, HI 96813

Phone: 808-586-8636

TTY: 808-586-8692

dlir.hcrc.infor@hawaii.gov

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

You can file a complaint here: <https://labor.hawaii.gov/hcrc/files/2023/11/PCQ-Employment-2023-FINAL.pdf>

Idaho

Contact information to file a complaint:

Idaho Human Rights Commission

317 W. Main St. Second Floor Boise, ID 83735-0660

208-334-2873

888-249-7025

TTY: 208-334-4751

HRC.Inquiry@labor.idaho.gov

Website: <https://humanrights.idaho.gov/>

You can file a complaint here: <https://www2.labor.idaho.gov/IHRCQ>

Illinois

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([SB 3186](#)).

Contact information to file a complaint:

Illinois Department of Human Rights - Chicago Office

555 West Monroe Street, Suite 700 Chicago, IL 60661

312-814-6200

TTY: 866-740-3953

IDHR.webmail@illinois.gov

<https://dhr.illinois.gov/>

You can file a complaint here: <https://dhr.illinois.gov/content/dam/soi/en/web/dhr/filingacharge/documents/idhr-complainant-information-sheet-cis-emp-pa-fc-sh-01-2025.v8.pdf>

Indiana

Contact information to file a complaint:

Indiana Civil Rights Commission

100 North Senate Avenue, Room N300 Indianapolis, Indiana 46204

317-232-2600

800-628-2909

Relay Service: 800-743-3333

<https://www.in.gov/icrc/>

You can file a complaint here: <https://icrc.powerappsportals.us/>

Iowa

State law explicitly prohibits employment discrimination based on sexual orientation ([SF 427](#)).

Contact information to file a complaint:

Iowa Office of Civil Rights

6200 Park Avenue, Suite 100 Des Moines, IA 50321-1270

515-281-4121

icrc@iowa.gov

<https://icrc.iowa.gov>

You can file a complaint here: <https://powerforms.docusign.net/2536b1ab-ba05-4f43-a22d-decb-142c962a?env=na3-eu1&acct=5a2bc771-d9ab-4641-9f40-5f8712e9bef7&accountId=5a2bc771-d9ab-4641-9f40-5f8712e9bef7>

Kansas

Contact information to file a complaint:

Kansas Human Rights Commission

Landon State Office Building

900 Southwest Jackson, Suite 568 South Topeka, Kansas 66612-1258

785-296-3206

TTY: 785-296-0245

khrc@ks.gov

<http://www.khrc.net/>

You can file a complaint here: <http://www.khrc.net/pdf/employment-discrimination.pdf>

Kentucky

Contact information to file a complaint:

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Kentucky Commission on Human Rights
312 Whittington Parkway, Suite 020 Louisville, KY 40222
502-595-4024
kchr.mail@ky.gov
<https://kchr.ky.gov/pages/contact.aspx>

You can file a complaint here: <https://secure.kentucky.gov/formservices/KCHR/Complaint/>

Louisiana

Contact information to file a complaint:
Louisiana Commission on Human Rights
1001 N. 23rd Street, Suite 268 Baton Rouge, LA 70802
Mailing: PO Box 94094 Baton Rouge, LA 70804-9094
225-342-6969
TTY/TDD: 888-248-0859
info@lchrgov.net
<https://humanrights.la.gov/>

You can file a complaint here: <https://complaints.lchr.la.gov/ComplaintForms/Employment>

Maine

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([LD 1196](#)).

Contact information to file a complaint:
Maine Human Rights Commission
51 State House Station Augusta, ME 04330-0051
Phone: 207-624-6290
info@mhrc.maine.gov
<https://www.maine.gov/mhrc/>

You can file a complaint through this process: <https://www.maine.gov/mhrc/file>

Maryland

State law explicitly prohibits employment discrimination based on sexual orientation ([SB 205](#)) and gender identity ([SB 212](#)).

Contact information to file a complaint:
Maryland Commission on Civil Rights
William Donald Schaefer Tower

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6 Saint Paul Street, Suite 900 Baltimore, MD 21202-1631

410-767-8600 / 800-637-6247

Relay Service: 711

mccr@maryland.gov

<https://mccr.maryland.gov/Pages/default.aspx>

You can file a complaint here: <https://doit.state.md.us/selectsurvey/TakeSurvey.aspx?PageNumber=1&-SurveyID=7423578&Preview=true>

Massachusetts

State law explicitly prohibits employment discrimination based on sexual orientation ([S 53/Act 516](#)) and gender identity ([H 3810](#)).

Contact information to file a complaint:

Massachusetts Commission Against Discrimination (MCAD)

1 Ashburton Place, Room 601 Boston, MA 02108

617-994-6000

TTY: 617-994-6196

mcad@mass.gov

<https://www.mass.gov/orgs/massachusetts-commission-against-discrimination>

You can file a complaint here: <https://www.mass.gov/decision-tree/file-a-complaint-of-discrimination-at-the-mcad>

Michigan

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([SB 4](#)).

Contact information to file a complaint:

Michigan Department of Civil Rights

HQ & Division on Deaf, Deaf, Blind and Hard of Hearing

3054 West Grand Blvd, Suite 3-600 Detroit, Michigan 48202

313-456-3700 / 800-482-3604

Relay Service: 711

mdcrinfo@michigan.gov

<http://www.michigan.gov/mdcr/>

You can file a complaint through this process: <https://www.michigan.gov/mdcr/enforcement/virtual-in-take>

Missouri

Contact information to file a complaint:

Missouri Commission on Human Rights (Main Office)

P.O. Box 1129 421 E. Dunklin Jefferson City, MO 65102-1129

573-751-3325 / 877-781-4236

TDD/TTY: 800-735-2966 or Relay Missouri: 711

MCHRIntake@labor.mo.gov for intake inquiries and new filings

MCHR@labor.mo.gov for general inquiries

<https://labor.mo.gov/mohumanrights>

You can file a complaint through this process: <https://labor.mo.gov/mohumanrights/file-complaint>

Minnesota

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity (HF 585).

Contact information to file a complaint:

Minnesota Department of Human Rights

Griggs Midway Building

540 Fairview Ave North, Suite 201 St. Paul, Minnesota 55104

651-539-1100 / 800-657-3704

Relay Service: 711 or 800-627-3529

Info.mdhr@state.mn.us

<https://mn.gov/mdhr/>

You can file a complaint here: <https://mn.gov/mdhr/intake/consultationinquiryform/>

Montana

Contact information to file a complaint:

Montana Human Rights Commission

P.O. Box 1728 Helena, MT 59624-1728

301 South Park Avenue Floors 4 and 5 Helena, MT 59601

406-444-2884 / 800-542-0807

Relay Service: 711

<https://erd.dli.mt.gov/human-rights/human-rights-commission/>

You can file a complaint through this process: <https://erd.dli.mt.gov/human-rights/filing-a-complaint/>

Nebraska

Contact information to file a complaint:
Nebraska Equal Opportunity Commission (NEOC)
1526 K Street, Suite 310 Lincoln, NE 68508-2709
402-471-2024 / 800-642-6112
<https://neoc.nebraska.gov/>

You can file a complaint through this process: <https://neoc.nebraska.gov/complaint-process>

Nevada

State law explicitly prohibits employment discrimination based on sexual orientation ([AB 311](#)) and gender identity ([AB 211](#)).

Contact information to file a complaint:
Nevada Equal Rights Commission (NERC)
<https://detr.nv.gov/NERC>

Reno Office
1325 Corporate Blvd., Room 115 Reno, NV 89502
775-823-6690

Las Vegas Office
7220 Bermuda Road, Suite 100 Las Vegas, NV 89119
702-486-7161

You can file a complaint here: <https://mynerccomplaint.nv.gov/landing/>

New Hampshire

State law explicitly prohibits employment discrimination based on sexual orientation ([HB 421](#)) and gender identity ([HB 1319](#)).

Contact information to file a complaint:
New Hampshire Commission for Human Rights
57 Regional Drive, Suite 8 Concord, NH 03301
603-271-2767
TDD: Relay NH 800-735-2964
humanrights@hrc.nh.gov
<https://www.humanrights.nh.gov/>

You can file a complaint here: <https://www.humanrights.nh.gov/complaints-inquiries/submit-complaint/employment-complaints>

New Jersey

State law explicitly prohibits employment discrimination based on sexual orientation ([L1992 c. 146](#)) and gender identity ([S 362](#)).

Contact information to file a complaint:

New Jersey Division on Civil Rights

833-653-2748

Relay Service: 711 NJDCR4U@njcivilrights.gov <https://www.njoag.gov/about/divisions-and-offices/division-on-civil-rights-home/>

You can file a complaint here: <https://bias.njcivilrights.gov/en-US/>

New Mexico

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([HB 314](#)).

Contact information to file a complaint:

New Mexico Human Rights Bureau

2600 Cerrillos Rd Santa Fe, NM 87505

505-827-6838 / 800-566-9471

<https://www.dws.state.nm.us/Human-Rights-Information>

You can file a complaint here: <https://www.dws.state.nm.us/Filing-a-Charge-of-Discrimination>

New York

State law explicitly prohibits employment discrimination based on sexual orientation ([S 720](#)) and gender identity ([S 1047](#)).

Contact information to file a complaint:

New York State Division of Human Rights (HQ)

One Fordham Plaza, 4th Floor Bronx, NY 10458

888-392-3644

TDD/TTY: 718-741-8300

info@dhr.ny.gov

<https://dhr.ny.gov/>

You can file a complaint through this process: <https://dhr.ny.gov/report>

North Carolina

Contact information to file a complaint:

North Carolina Office of Administrative Hearings, Civil Rights Division
1711 New Hope Church Road Raleigh, NC 27609
984-236-1850

Civilrightsdiv@oah.nc.gov

<https://www.oah.nc.gov/civil-rights-division/employment-discrimination>

You can file a complaint here: <https://www.oah.nc.gov/employment-discrimination-charge-intake-form>

North Dakota

Contact information to file a complaint:

North Dakota Department of Labor and Human Rights
Human Rights Division
600 East Blvd., Ave., 13th Floor, Dept 406 Bismarck, ND 58505-0340
701-328-2660 / 800-582-8032
TTY: 800-366-6888 / 800-366-6889
humanrights@nd.gov

You can file a complaint here: <https://www.nd.gov/labor/submit-complaint>

Ohio

Contact information to file a complaint:

Ohio Civil Rights Commission (OCRC)
OCRC Central Office
Rhodes State Office Tower 30 East Broad Street, 5th Floor Columbus, OH 43215
614-466-2785 / 888-278-7101
TTY: 800-750-0750 (English) / 888-269-0678 (Spanish)
PACE@civ.ohio.gov
<https://civ.ohio.gov/home>

You can file a complaint here: <https://civ.ohio.gov/how-to-file-a-charge/types-of-charges/1-employment-discrimination>

Oklahoma

Contact information to file a complaint:

Oklahoma Office of the Attorney General, Office of Civil Rights Enforcement
313 NE 21st Street Oklahoma City, OK 73105
405-521-4274

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oag.ocre@oag.ok.gov

<https://oklahoma.gov/oag/about/divisions/civil-rights-enforcement.html>

You can file a complaint here: <https://oklahoma.gov/oag/about/divisions/civil-rights-enforcement/complaints.html>

Oregon

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([SB 2](#)).

Contact information to file a complaint:

Oregon Bureau of Labor & Industries

Civil Rights Division State Office Building

1800 SW 1st Ave, Suite 500 Portland, OR 97201

971-245-3844

boli_help@boli.oregon.gov

<https://www.oregon.gov/boli/civil-rights/Pages/default.aspx>

You can file a complaint here: <https://complaints.boli.oregon.gov/home/landing>

Pennsylvania

Contact information to file a complaint:

Pennsylvania Human Relations Commission (PHRC)

Executive Offices

333 Market Street 8th Floor Harrisburg, PA 17101-2210

717-787-4410

TTY: 717-787-7279

<https://www.pa.gov/agencies/phrc.html>

You can file a complaint here: <https://www.pa.gov/agencies/phrc/contact-us>

Puerto Rico

Territory law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([SB 238/Act 22-2013](#)).

Rhode Island

State law explicitly prohibits employment discrimination based on sexual orientation ([H 6678A/PL 1995 c.32](#)) and gender identity ([H 5920A/PL 2001 c.340](#)).

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Contact information to file a complaint:
Rhode Island Commission for Human Rights
180 Westminster Street, 3rd Floor Providence, RI 02903
401-222-2661
Relay Service: 711
Website: <http://www.richr.ri.gov/>

You can file a complaint here: <http://www.richr.ri.gov/filecharge/iq.php>

South Carolina

Contact information to file a complaint:
South Carolina Human Affairs Commission
1026 Sumter Street, Suite 101 Columbia, SC 29201
803-737-7800
Relay Service: 711
<https://schac.sc.gov/>

You can file a complaint through this process: <https://schac.sc.gov/filing-complaint>

South Dakota

Contact information to file a complaint:
Division of Human Rights, South Dakota Department of Labor and Regulation
123 W. Missouri Ave. Pierre, SD 57501
605-773-3681
https://dlr.sd.gov/human_rights/default.aspx

You can file a complaint here: https://sdeforms.na2.adobesign.com/public/esignWidget?wid=CBF-CIBAA3AAABLbIqZhCdOgMjMlqIRqplvdqD-T2F55JjrzhBFslF5Mm0QzzO7fElITgrGCenYoDTyKAHcQs*

Tennessee

Contact information to file a complaint:
Tennessee Human Rights Commission
William R. Snodgrass Tennessee Tower, 23rd Floor
312 Rosa L. Parks Avenue Nashville TN 37243
800-251-3589
ask.thrc@tn.gov
<https://www.tn.gov/humanrights.html>

You can file a complaint here: <https://stateoftennessee.formstack.com/forms/cred>

Texas

Contact information to file a complaint:
Texas Workforce Commission, Civil Rights Division
101 E 15th Street Austin, TX 78778
800-628-5115
<https://www.twc.texas.gov/programs/civil-rights>

You can file a complaint here: <https://apps.twc.texas.gov/EDISS/ediss?execution=e1s1>

U.S. Virgin Islands

Territory law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([Bill 34-0281/Act 8687](#)).

Utah

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([SB 296](#)).

Contact information to file a complaint:
Utah Anti-Discrimination and Labor Division
160 East 300 South, 3rd Floor Salt Lake City, UT 84114-6600
801-530-6800
TDD: 801-530-7685 <https://laborcommission.utah.gov/divisions/utah-antidiscrimination-and-labor-uald/>

You can file a complaint here: https://id.utah.gov/login?goto=https:%2F%2Flogin.dts.utah.gov:443%2Fso%2Foauth2%2Fauthorize%3Fresponse_type%3Dcode%26client_id%3Dcertifiability-undeification-466299%26scope%3Ddirectory%2520work_profile%2520email%2520openid%2520profile%26state%3DTowEPM4FiK7hQV2_B9A-JBaVSwHnCZx-tpTepXa05Ug%253D%26redirect_uri%3Dhttp:%2F%2Fmylc.utah.gov%2Flogin%2Foauth2%2Fcode%2FutahId%26nonce%3D76jpkJxltLDijjZ26O1BUMWkEpSSNPzhpK-aGSBswpwY&realm=%2F

Vermont

State law explicitly prohibits employment discrimination based on sexual orientation ([S 131](#)) and gender identity ([S 51/Act 41](#)).

Contact information to file a complaint:
Vermont Human Rights Commission
12 Baldwin Street Montpelier, VT 05633-6301
802-828-2480 / 800-416-2010

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human.rights@vermont.gov

<https://hrc.vermont.gov/>

You can file a complaint here: <https://hrc.vermont.gov/sites/hrc/files/documents/Employment%20Questionnaire.pdf>

Virginia

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([SB 868](#)).

Contact information to file a complaint:

Virginia Office of Civil Rights

Office of the Attorney General of Virginia

202 North Ninth Street Richmond, VA 23219

804-225-2292

CivilRights@oag.state.va.us

<https://www.oag.state.va.us/citizen-resources/civil-rights>

You can file a complaint here: <https://vaoag.my.site.com/OAG/s/complaint-type>

Washington

State law explicitly prohibits employment discrimination based on sexual orientation and gender identity ([HB 2661/PL 2006 c.4](#)).

Contact information to file a complaint:

Washington State Human Rights Commission (WSHRC) (HQ)

711 South Capitol Way, Suite 402 Olympia, WA 98504-2490

Mailing: P.O. Box 42490 Olympia, WA 98501

Phone: 360-753-6770 / 800-233-3247

Access Services: 800-233-3247

Website: <https://www.hum.wa.gov/>

You can file a complaint here: https://wahum.my.site.com/FileaComplaintOnline/s/?language=en_US&tabset-4c28e=a5ea4

West Virginia

Contact information to file a complaint:

West Virginia Human Rights Commission

1321 Plaza East Charleston, WV 25301-1400

304-588-2616

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OIGHRC@wv.gov
<https://hrc.wv.gov>

You can file a complaint here: <https://oig.wv.gov/media/16446/download?inline>

Wisconsin

State law explicitly prohibits employment discrimination based on sexual orientation ([AB 70/PL 1981 c. 112](#)).

Contact information to file a complaint:

Wisconsin Equal Rights Division - Madison

Madison Office Location

201 E Washington Ave; Room A100 Madison, WI 53703

608-266-6860

Madison Mailing Address: PO Box 8928 Madison, WI 53708-8928

erinfo@dwd.wisconsin.gov

<https://dwd.wisconsin.gov/er/civilrights/default.htm>

You can file a complaint here: <https://dwd.wisconsin.gov/CROnlineComplaint/Authorization/Index?ReturnURL=/CROnlineComplaint>

Wyoming

Contact information to file a complaint:

Wyoming Department of Employment Labor Standards Division, Wyoming Fair Employment Program/
Equal Employment Opportunity Commission (Cheyenne Office)

5221 Yellowstone Road Cheyenne, WY 82002

Phone: 307-777-7261

Website: [https://dws.wyo.gov/dws-division/labor-standards/your-labor rights](https://dws.wyo.gov/dws-division/labor-standards/your-labor-rights)

You can file a complaint through this process: <https://drive.google.com/file/d/1DN5WvNNRIWVhovFM-8kRos0-o6putQbYj/view>