



Sample of Local Anti-Discrimination Laws, Major Western Metropolitan Areas

LOCAL LAW	DESCRIPTION	WHO IT COVERS	AGENCY	SOL
Portland's Anti-Discrimination Ordinance, ORS 23.01.050	prohibits discrimination based on sex, sexual orientation, gender identity, among others		Oregon Bureau of Labor and Industries Civil Rights Division	
Seattle Municipal Code (SMC)	provides broader antidiscrimination coverage than the WA state law + federal law (includes protection against discrimination based on gender identity and sexual orientation)	employers in Seattle with 1+ employees	Seattle Office for Civil Rights	Must file within 180 days of the last incident of discrimination
Spokane Municipal Code	provides broader antidiscrimination coverage than the WA state law + federal law (includes protection against discrimination based on gender identity and sexual orientation)	employers located within Spokane with 8+ employees (does not apply to persons employed by parent/guardian, brother, sister, spouse, or child)	Spokane Human Rights Commission Note: does not constitute a cause of action under state law. Rather, claim is filed under local law with the City of Spokane.	must file within 1 year of the discriminatory conduct
San Francisco Anti-Discrimination Ordinance	may not take an adverse action against an employee based on one or more defined protected classes, including sex, race, disability, as well as gender identity, domestic partner status, and sexual orientation	employers in SF with 1+ employees	SF Human Rights Commission	must file within 1 year of the discriminatory conduct
Los Angeles Admin. Code § 10.8-10.8.4	prohibits discrimination on the basis of sex, gender identity and sexual orientation, among others	employers in LA with 1+ employees		

