

### Fiscal Estimate - 2017 Session

Original     
  Updated     
  Corrected     
  Supplemental

LRB Number **17-2364/1**      Introduction Number **AB-0418**

**Description**  
 discrimination in employment, housing, public accommodations, education, insurance coverage, jury duty, and the receipt of mental health or vocational rehabilitation services on the basis of a person's gender identity, gender expression, or sexual orientation

**Fiscal Effect**

**State:**

- No State Fiscal Effect
- Indeterminate
  - Increase Existing Appropriations
  - Decrease Existing Appropriations
  - Create New Appropriations
- Increase Existing Revenues
- Decrease Existing Revenues
- Increase Costs - May be possible to absorb within agency's budget
  - Yes
  - No
- Decrease Costs

**Local:**

- No Local Government Costs
- Indeterminate
  - 1.  Increase Costs
  - 2.  Decrease Costs
  - 3.  Increase Revenue
  - 4.  Decrease Revenue
- Permissive  Mandatory
  - Permissive  Mandatory
  - Permissive  Mandatory
  - Permissive  Mandatory
- 5. Types of Local Government Units Affected
  - Towns
  - Counties
  - School Districts
  - Village
  - Others
  - WTCS Districts
  - Cities

**Fund Sources Affected**      **Affected Ch. 20 Appropriations**  
 GPR   
  FED   
  PRO   
  PRS   
  SEG   
  SEGS   
 20.445 (1)(a)

<b>Agency/Prepared By</b>	<b>Authorized Signature</b>	<b>Date</b>
DWD/ Joe Dvorak (608) 267-6969	Georgia Maxwell (608) 267-3200	7/6/2017

## Fiscal Estimate Narratives

DWD 7/6/2017

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<b>Description</b> discrimination in employment, housing, public accommodations, education, insurance coverage, jury duty, and the receipt of mental health or vocational rehabilitation services on the basis of a person's gender identity, gender expression, or sexual orientation					

### Assumptions Used in Arriving at Fiscal Estimate

Current law prohibits discrimination in employment, housing, and the equal enjoyment of a public place of accommodation or amusement based on the person's sex or sexual orientation. Current law also prohibits the University of Wisconsin System, the Technical College System, public elementary and secondary schools, and charter schools from discriminating against a student based on the student's sex or sexual orientation. Finally, current law prohibits exclusion of a person from jury duty on the basis of a person's sex or sexual orientation.

This bill prohibits discrimination on the basis of a person's gender identity or gender expression, which is defined as a person's gender-related identity, gender-related appearance, gender-related expression, or gender-related behavior, regardless of the person's assigned sex at birth or gender identifiers on official documents issued by a federal, state, or local government agency. This bill adds sexual orientation and gender identity or gender expression as bases of discrimination in certain other laws prohibiting discrimination.

This bill adds gender identity or gender expression as a prohibited basis for discrimination in employment, housing, and the equal enjoyment of a public place of accommodation or amusement based on the person's sex or sexual orientation. The bill also prohibits the University of Wisconsin System, the Technical College System, public elementary and secondary schools, and charter schools from discriminating against a student based on the student's sex or sexual orientation; and prohibits exclusion of a person from jury duty on the basis of a person's gender identity or expression.

This bill also prohibits motor carriers, automobile insurers, and real estate brokers and salesperson from discriminating against a person on the basis of sexual orientation, gender identity or gender expression; discrimination on the basis of sexual orientation, gender identity, or gender expression in the provision of vocational rehabilitation or mental health services; and prohibits the UW System Board of Regents from investing gifts, grants, and bequests in companies that practice discrimination based on sexual orientation, gender identity, or gender expression. Finally, this bill prohibits an insurer from discriminating against a person on the basis of age, sex, residence, race, color, creed, religion, national origin, ancestry, marital status, occupation, sexual orientation, gender identity, or gender expression.

This bill creates a one-time cost to the Department of Workforce Development's Division of Equal Rights of \$5,000 to revise and reprint existing discrimination related publications. This cost can be absorbed within the agency's current operating budget.

### Long-Range Fiscal Implications

## Fiscal Estimate Worksheet - 2017 Session

Detailed Estimate of Annual Fiscal Effect

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  Updated
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**Description**  
 discrimination in employment, housing, public accommodations, education, insurance coverage, jury duty, and the receipt of mental health or vocational rehabilitation services on the basis of a person's gender identity, gender expression, or sexual orientation

**I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):**

This bill creates a one-time cost to the Department of Workforce Development's Division of Equal Rights of \$5,000 to revise and reprint existing discrimination related publications.

<b>II. Annualized Costs:</b>	<b>Annualized Fiscal Impact on funds from:</b>	
	Increased Costs	Decreased Costs

<b>A. State Costs by Category</b>			
	State Operations - Salaries and Fringes	\$	\$
	(FTE Position Changes)		
	State Operations - Other Costs		
	Local Assistance		
	Aids to Individuals or Organizations		
	<b>TOTAL State Costs by Category</b>	<b>\$</b>	<b>\$</b>

<b>B. State Costs by Source of Funds</b>			
	GPR		
	FED		
	PRO/PRS		
	SEG/SEG-S		

**III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)**

		Increased Rev	Decreased Rev
	GPR Taxes	\$	\$
	GPR Earned		
	FED		
	PRO/PRS		
	SEG/SEG-S		
	<b>TOTAL State Revenues</b>	<b>\$</b>	<b>\$</b>

**NET ANNUALIZED FISCAL IMPACT**

	<u>State</u>	<u>Local</u>
NET CHANGE IN COSTS	\$	\$
NET CHANGE IN REVENUE	\$	\$

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**Authorized Signature**

Georgia Maxwell (608) 267-3200

**Date**

7/6/2017