A GENDER EQUALITY MAP:
A Mapping of Paid Family Leave and Sexual Harassment Laws

A Fifty State Mapping

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Paid Family Leave Laws:

Percentage of States that Have Paid Family Leave Laws

- 80% (No)
- 20% (Yes)
LGBTQ+ Protections in Discrimination Laws:

Percentage of States that Include Any LGBTQ+ Protections in Discrimination Laws

- No: 51%
- Yes: 49%

Percentage of States that Include Sexual Orientation Protections in Discrimination Laws

- No: 51%
- Yes: 49%
Percentage of States that Include Gender Identity Protections in Discrimination Laws

- Yes: 51%
- No: 49%

Percentage of States that Include Gender Expression Protections in Discrimination Laws

- Yes: 24%
- No: 76%
Sexual Harassment Law Protections Generally:

Percentage of States Whose Sexual Harassment Law Applies to Employers With >15 Employees

- 78% Yes
- 22% No

Percentage of States that Include a Training Requirement for Private Employers in Sexual Harassment Laws

- 86% Yes
- 14% No
Percentage of States that Protect Some Non-Traditional Workers (interns, independent contractors, etc.) in Sexual Harassment Laws

- Yes: 67%
- No: 33%