



STATE OF DELAWARE
DEPARTMENT OF LABOR
DIVISION OF INDUSTRIAL AFFAIRS
4425 NORTH MARKET STREET
WILMINGTON, DELAWARE 19802

TELEPHONE (302) 761-8200
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February 8, 1999

To Whom It May Concern:

The Division of Industrial Affairs, Office of Labor Law Enforcement, receives approximately 500 complaints each year from individuals who claim employment discrimination because of sexual orientation, perceived sexual orientation or association with an individual identified with such sexual orientation. These 500 complaints are more than the total number of complaints we receive each year alleging discrimination based on religion, national origin and marital status.

Individuals who are victims of employment discrimination based on sexual orientation, perceived sexual orientation or association with an individual identified with such sexual orientation, currently have no protection under existing State and Federal employment discrimination laws. Therefore, our office is unable to provide any remedy for these individuals.

Ten other states currently have laws that protect individuals from employment discrimination on the basis of sexual orientation, perceived sexual orientation or association with an individual identified with such sexual orientation. Those states are California, Connecticut, Hawaii, Massachusetts, Minnesota, New Hampshire, New Jersey, Rhode Island, Vermont, and Wisconsin.

You may contact us at (302) 761-8200 if you need additional information.

Sincerely,

A handwritten signature in cursive script, appearing to read "Karen E. Peterson".

Karen E. Peterson
Director

KEP/clh