

States That Permit Discrimination Against Same-Sex Marriage Couples

State	Nutshell	Religious Organizations				Non-Profit		For-Profit Businesses & Government Officials		Bill No.	Effective
		Religious leaders/Houses of worship exempted from performing S.S.M. ceremony	Religious entities can refuse to provide Marriage-related services to S.S.M. couple	Religious employer can refuse at least some benefits to S.S.M. couple	Faith-based adoption agencies can refuse services to S.S.M. couples	Non-profit can refuse to provide marriage-related services to S.S.M. couple	Non-profit employer can refuse at least some benefits to S.S.M. couple	For profit business can refuse to accept S.S.M. couple as customers	Government officials exempted from performing/assisting with S.S.M.		
Connecticut*	Religious leaders exempted from performing S.S.M. ceremony. Religious entities, including adoption agencies, can refuse to provide services to S.S.M. couple.	✓	if does not receive state funding	✓	if does not receive state funding	if does not receive state funding	✓	N/A	N/A	SB-899 / Public Act No. 09-13	04/23/2009
Delaware	Religious leaders exempted from performing S.S.M. ceremony.	✓	N/A	N/A	N/A	N/A	N/A	N/A	NO	H.B. 75	07/01/2013
Hawaii	Religious leaders exempted from performing S.S.M. ceremony. Religious entities can refuse to provide services to S.S.M. couple.	✓	✓	N/A	N/A	N/A	N/A	N/A	N/A	SB1_HD1_ / Act 001, 11/13/2013	12/02/2013
Illinois*	Religious leaders exempted from performing S.S.M. ceremony.	✓	NO	N/A	NO	NO	N/A	N/A	N/A	S.B. 0010 / Public Act 098-0597	06/01/2014
Louisiana*	Religious leaders exempted from performing S.S.M. ceremony. Gov't officials exempted from performing/assisting with S.S.M. Religious entity/non-profit can refuse to provide services to S.S.M. couple. For profit business can refuse to accept S.S.M. couple as customer. Employer can refuse benefits to S.S.M. couple.	✓	✓	✓	N/A	✓	✓	✓	✓	Executive Order BJ 15-8 "Marriage & Conscience Executive Order"	05/19/2015
Maryland	Religious leaders exempted from performing S.S.M. ceremony. Religious entities/non-profits, including faith-based adoption agencies, can refuse to provide services to S.S.M. couple.	✓	✓	N/A	if does not receive state funding	✓	N/A	N/A	N/A	H.B. 438	01/01/2013
Michigan	Faith-based adoption agencies can refuse to provide services to S.S.M. couple.	N/A	N/A	N/A	✓	N/A	N/A	N/A	N/A	H.B. 4188	09/09/2015
Minnesota	Religious leaders exempted from performing S.S.M. ceremony. Religious entities/non-profits, including faith-based adoption agencies, can refuse to provide services to S.S.M. couple. Religious employer can refuse certain benefits to S.S.M. couple.	✓	Yes, but not as to secular business activities	Yes, but not as to secular business activities	if does not receive state funding	Yes, but not as to secular business activities	Yes, but not as to secular business activities	N/A	N/A	H.F. 1054	08/01/2013
New Hampshire	Religious leaders exempted from performing S.S.M. ceremony. Religious entities/non-profits, can refuse to provide services to S.S.M. couple. Religious employer can refuse certain benefits to S.S.M. couple.	✓	✓	Yes, as to insurance.	N/A	✓	Yes, as to insurance.	N/A	N/A	H.B. 73	01/01/2010
New York	Religious leaders exempted from performing S.S.M. ceremony. Religious entities/non-profits can refuse to provide services to S.S.M. couple. Religious employer/non-profit can refuse certain benefits to S.S.M. couple.	✓	✓	✓	N/A	✓	✓	N/A	N/A	A08354 / NY Marriage Equality Act	07/07/2011
North Carolina	Gov't officials exempted from performing/assisting with S.S.M.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	✓	S.B. 2/ S.L. 2015-75	06/11/2015
Oklahoma*	Religious leaders & religious orgs. exempted from performing S.S.M. ceremony.	✓	✓	N/A	N/A	✓	N/A	N/A	N/A	H.B. 1007	11/01/2015
Rhode Island*	Religious leaders exempted from performing S.S.M. ceremony. Religious entities/non-profits can refuse to provide services to S.S.M. couple.	✓	✓	✓	✓	✓	N/A	N/A	N/A	S.B. 38 / LC00055/SUB A/ 3	08/01/2013
Texas*	Religious leaders exempted from performing S.S.M. ceremony. Religious entities/non-profits can refuse to provide services to S.S.M. couple.	✓	✓	N/A	N/A	✓	N/A	N/A	N/A	S.B. 2065	06/11/2015
Utah*	Gov't officials exempted from performing/assisting with S.S.M. Religious leaders exempted from performing S.S.M. ceremony. Religious entities/non-profits can refuse to provide services to S.S.M. couple	✓	✓	N/A	N/A	✓	N/A	N/A	✓	S.B. 297/S.L.Ch. 046	05/12/2015
Vermont	Religious leaders exempted from performing S.S.M. ceremony. Religious entities/non-profits, including faith-based adoption agencies, can refuse to provide services to S.S.M. couple. Religious employer/non-profit can refuse certain benefits to S.S.M. couple.	✓	✓	Yes, as to insurance.	✓	✓	Yes, as to insurance.	N/A	N/A	S.115	09/01/2009

This chart reflects laws relative to LGBTQ couples who are married. In addition, Arkansas permits discrimination against LGBTQ individuals under Arkansas* S.B. 202 / Act 137. Enacted [state RFRA](#)s may as well.

* means there is a state RFRA/RLPA