

APPENDIX A

City of Milwaukee (MCO § 109-5-12) (Housing, Employment, Public Place of Accommodation or Amusement)	Wisconsin (Housing) (Wis. Stat. § 106.50)	Wisconsin (Employment) (Regardless of # of employees)	Wisconsin (Public Place of Accommodation or Amusement) (Wis. Stat. § 106.52)	Federal (Housing)	Federal (Employment) (15 or more employees)	Federal (Public Place of Accommodation or Amusement)
Sex	Wis. Stat. § 106.50	Wis. Stat. § 111.321	Wis. Stat. § 106.52	Fair Housing Act (42 USC § 3601, et seq.)	Title VII of the Civil Rights Act of 1964 (42 USC § 2000e-2(a)(1))	Not covered
Race	Wis. Stat. § 106.50	Wis. Stat. § 111.321	Wis. Stat. § 106.52	Fair Housing Act (42 USC § 3601, et seq.)	42 USC § 2000e-2(a)(1)	42 USC § 2000a
Religion	Wis. Stat. § 106.50	Wis. Stat. §§ 111.321, 111.337	Wis. Stat. § 106.52	Fair Housing Act (42 USC § 3601, et seq.)	42 USC § 2000e-2(a)(1)	42 USC § 2000a
Color	Wis. Stat. § 106.50	Wis. Stat. § 111.321	Wis. Stat. § 106.52	Fair Housing Act (42 USC § 3601, et seq.)	42 USC § 2000e-2(a)(1)	42 USC § 2000a
National Origin or Ancestry	Wis. Stat. § 106.50	Wis. Stat. § 111.321	Wis. Stat. § 106.52	Fair Housing Act (42 USC § 3601, et seq.)	42 USC § 2000e-2(a)(1)	42 USC § 2000a
Age	Wis. Stat. § 106.50	Wis. Stat. §§ 111.321; 111.33	Wis. Stat. § 106.52	Not expressly but could overlap with familial status.	ADDEA (29 USC § 621, et seq.)	Not covered
Disability	Wis. Stat. § 106.50	Wis. Stat. § 111.321	Wis. Stat. § 106.52	Fair Housing Act (42 USC § 3601, et seq.)	ADA, Title I	ADA, Title III
Lawful Source of Income	Wis. Stat. § 106.50	N/A	Not covered	Not covered	N/A	Not covered
Marital Status	Wis. Stat. § 106.50	Wis. Stat. § 111.321	Not covered	Not covered	Not covered. But could overlap with sex discrimination.	Not covered
Sexual Orientation	Wis. Stat. § 106.50	Wis. Stat. § 111.321	Wis. Stat. § 106.52	( <i>Bostock</i> ) / Executive Order 13988 / HUD Implementation of Executive Order 13988	42 USC § 2000e-2(a)(1) sex discrimination per <i>Bostock</i> . See also EEOC Guidance: "Protections Against Employment Discrimination Based on Sexual Orientation or Gender Identity" (informational but not binding)	Not covered
Gender Identity or Expression	Not covered	Not expressly covered. DWD website: "The Wisconsin Fair Employment Act does not explicitly prohibit gender identity or transgender status discrimination, but it does cover claims alleging sex stereotyping, sex or gender harassment, sexual harassment, and sexual orientation discrimination. The Equal Employment Opportunity Commission, the agency that enforces the federal anti-discrimination laws, has taken the position that an individual's gender identity or transgender status constitutes a form of sex discrimination. See, EEOC's Sexual Orientation and Gender Identity (SOGI) Discrimination."	Not covered	( <i>Bostock</i> ) / Executive Order 13988 / HUD Implementation of Executive Order 13988	42 USC § 2000e-2(a)(1) sex discrimination per <i>Bostock</i> . See also EEOC Guidance: "Protections Against Employment Discrimination Based on Sexual Orientation or Gender Identity" (informational but not binding)	Not covered
Victimhood of Domestic Abuse or Sexual Assault	Wis. Stat. § 106.50	Not covered	Not covered	Not covered but may overlap with sex discrimination	Not covered	Not covered

**APPENDIX A**

City of Milwaukee (MCO § 109-5-12) (Housing, Employment, Public Place of Accommodation or Amusement)	Wisconsin (Housing) (Wis. Stat. § 106.50)	Wisconsin (Employment) (Regardless of # of employees)	Wisconsin (Public Place of Accommodation or Amusement) (Wis. Stat. § 106.52)	Federal (Housing)	Federal (Employment) (15 or more employees)	Federal (Public Place of Accommodation or Amusement)
Protective Hairstyle	Not covered but a claim could overlap with a claim of discrimination on the basis of race, ethnicity, or cultural identity.	Same	Same	Same	Same. See <i>Jenkins v. Blue Cross Mut. Hosp. Ins., Inc.</i> , 538 F2d 164, 168 (7th Cir. 1976) (recognizing employee's race discrimination claim where alleged that employer denied promotion because of afro hairstyle).	Same
Past or Present Membership in the Military Service	Not covered	Wis. Stat. §§ 111.321; 111.355	Not covered	Not covered	Uniformed Services Employment and Reemployment Rights Act (USERRA)	Not covered
HIV Status	Wis. Stat. § 106.50 (disability)	Wis. Stat. § 111.321 (disability)	Wis. Stat. § 106.52 (disability)	Fair Housing Amendments Act of 1988 (HUD's Fair Housing and Equal Opportunity (FHEO))	ADA	ADA
Domestic Partnership	Not expressly covered but a claim could overlap with a claim of discrimination on the basis of marital status or sexual orientation.	Same	Not expressly covered but a claim could overlap with a claim of discrimination on the basis of sexual orientation.	Not covered	Not covered	Not covered
Genetic Identity	Not covered	Wis. Stat. § 111.372	Not covered	Not covered	42 USC § 2000ff (Genetic Information Nondiscrimination Act of 2008)	Not covered
Homelessness	Not covered	Not covered	Not covered	Not covered	Not covered	Not covered
Familial Status	Wis. Stat. § 106.50	Not covered but may overlap with marital status discrimination	Not covered	Fair Housing Act (42 USC § 3601, et seq.)	Not covered	Not covered

1216-2022-739-280973