

STATE	COMPENSATORY	PUNITIVE	ATTORNEY FEES	COMMENTS
Alabama				No state anti-discrimination laws except age
Alaska	✓	✓	✓	
Arizona	✓	✓	✓	
Arkansas				No state agency
California	✓	✓	✓	
Colorado	None permitted	None permitted	None permitted	
Connecticut	✓	✓		
Delaware	✓			
Florida	✓	✓		
Georgia				No state anti-discrimination laws
Hawaii	✓	✓	✓	
Idaho	✓	✓	✓	
Illinois	✓	✓	✓	
Indiana			✓	
Iowa	✓	✓		
Kansas	✓			
Kentucky	✓		✓	
Louisiana	✓			
Maine	✓	✓		
Maryland	✓	✓	✓	
Massachusetts	✓	✓		
Michigan	✓		✓	Cases may be brought in state or federal court
Minnesota	✓	✓	✓	
Mississippi				No state anti-discrimination laws
Missouri	✓	✓	✓	
Montana	✓			Most cases go to Human Rights Board because of speed and low cost
Nebraska	✓	✓	✓	
Nevada	✓	✓	✓	
New Hampshire	✓		✓	Jury trial allowed
New Jersey	✓	✓	✓	
New Mexico	✓		✓	
New York	✓	✓ (NYC)	✓ (NYC)	
North Carolina				State agency does not process discrimination claims.
North Dakota				
Ohio	✓	✓		

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Oklahoma				Only disability discrimination claims may be filed in state court
Oregon	✓		✓	
Pennsylvania	✓	✓ (in some courts)	✓	
Rhode Island	✓	✓	✓	
South Carolina				
South Dakota	✓		✓	
Tennessee	✓		✓	
Texas	✓	✓	✓	
Utah			✓	Labor Commission hearings preferred
Vermont	✓	✓	✓	
Virginia			✓	
Washington	✓		✓	
West Virginia		✓		
Wisconsin				No state court discrimination filings permitted
Wyoming				No state court discrimination filings permitted. Labor Rights Division agency has work sharing with EEOC

15 States offer compensatory & punitive damages and attorney fees & costs:

Alaska	Maryland	New York (in NYC)
Arizona	Minnesota	Pennsylvania (in some courts)
California	Missouri	Rhode Island
Hawaii	Nebraska	Texas
Idaho	Nevada	Vermont
Illinois	New Jersey	

6 States offer compensatory damages and attorney fees & costs:

Kentucky	Oregon	Tennessee
Michigan	South Dakota	Washington

6 States offer compensatory & punitive damages *but not attorney fees*:

Connecticut	Iowa	Massachusetts
Florida	Maine	Ohio

5 States offer compensatory damages *only*:

Delaware	Louisiana	Washington
Kansas	Montana	