

EMPLOYMENT DISCRIMINATION REMEDIES – STATE CIVIL RIGHTS ACTS

Rocky Mountain Region

State	Attorney's Fees	Compensatory Damages	Punitive Damages
Arizona Ariz. Rev. Stat. § 41-1481(G)	Yes	No	No
Colorado Colo. Rev. Stat. § 24-34-401	No	No	No
Idaho Idaho Code § 67-5908	No	Not included in list of relief available	Yes \$1000 per willful violation
Kansas Kan. Stat. Ann. § 44-1005(k)	No	Yes Up to \$2,000 for pain, suffering, and humiliation	No
Montana Mont. Code Ann. § 49-2-506	Yes	Yes (but case is tried to hearing officer; not jury)	No
New Mexico N.M. Stat. Ann. § 28-1-13	Yes	Yes	No
Wyoming Wyo. Stat. Ann. § 27-9-106(n)	No	No	No
Utah Utah Code Ann. § 34A-5-107(9)	Yes	No	No

California

State	Attorney's Fees	Compensatory Damages	Punitive Damages
California Cal. Gov't Code §§ 12965(b), 12970	Yes	Yes	Yes