



**STATE OF NEW HAMPSHIRE**  
OFFICE OF THE GOVERNOR

MARGARET WOOD HASSAN  
Governor

**STATE OF NEW HAMPSHIRE**  
**BY HER EXCELLENCY**  
**MARGARET WOOD HASSAN, GOVERNOR**  
**EXECUTIVE ORDER 2016-04**

An Order Prohibiting Discrimination on the Basis of Gender Identity or Gender Expression

**WHEREAS**, New Hampshire grows stronger when we ensure that all individuals have the opportunity to fully participate in our democracy, free of discrimination; and

**WHEREAS**, the State of New Hampshire recognizes the importance of inclusion of the talents of all individuals within our state employment system; and

**WHEREAS**, the State of New Hampshire recognizes the importance of treating all of our residents with dignity and respect; and

**WHEREAS**, the State of New Hampshire must promote non-discrimination in our state workplace, decisions, activities, services, and contracts; and

**WHEREAS**, the measures set forth in this Order are consistent with state and federal law;

**NOW, THEREFORE, I, MARGARET WOOD HASSAN, GOVERNOR** of the State of New Hampshire, by the authority vested in me pursuant to Part II, Article 41 of the New Hampshire Constitution, do hereby order effective immediately:

1. No state agency shall discriminate in employment against an individual or on account of the individual's family on the basis of age, sex, sexual orientation, race, color, marital status, physical or mental disability, religious creed, national origin, gender identity, or gender expression;
2. No state agency shall discriminate in the administration of any state program on the basis of age, sex, sexual orientation, race, color, marital status, physical or mental disability, religious creed, national origin, gender identity, or gender expression, as prohibited by state or federal law; and
3. All executive branch contracts and grants shall contain anti-discrimination provisions prohibiting any party to the contract or subcontractors from engaging in discriminatory practices on the basis of age, sex, sexual orientation, race, color, marital status, physical or mental disability, religious creed, national origin, gender identity, or gender expression, as prohibited by state or federal law.

And do hereby further order:

1. All state agencies review and revise their policies as necessary to ensure that they do not discriminate on the basis of gender identity or gender expression;
2. That the Department of Justice and the Department of Administrative Service review and revise state contract language to include protections against discrimination on the basis of gender identity and gender expression; and
3. The Division of Personnel provide guidance to state agencies in implementing this Executive Order by September 15, 2016, and propose rule changes as necessary.

Given at the Executive Chambers in Concord, this thirtieth day of June, in the year of Our Lord, two thousand and sixteen and of the independence of the United States of America, two hundred and forty.

  
Governor of New Hampshire