

**Department of Planning and Budget**  
**2026 General Assembly Session**  
**State Fiscal Impact Statement**

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**ORIGINAL**

**Bill Number:** SB258

**Patron:** Pekarsky

**Bill Title:** Virginia Human Rights Act; menopause or perimenopause; discrimination prohibited.

**Bill Summary:** Prohibits discrimination under the Virginia Human Rights Act on the basis of menopause or perimenopause for purposes of nondiscrimination in government programs, public accommodation, employment hiring, and reasonable employer accommodation.

**Budget Amendment Necessary:** No.

**Items Impacted:** None.

**Explanation:** According to the Office of the Attorney General and Department of Law (OAG), the fiscal impact of the proposed legislation cannot be determined at this time.

**Fiscal Summary:** Preliminary - The fiscal impact of the proposed legislation cannot be determined at this time.

**Fiscal Analysis:** The fiscal impact of the proposed legislation cannot be determined at this time.

**Other:** None.