

HR News Alert



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Supreme Court Strikes Down State Laws Prohibiting Same-Sex Marriage

The [U.S. Supreme Court](#) has ruled that **same-sex couples may exercise the right to marry in all states**. According to the opinion, the United States Constitution requires states to **license a marriage** between two people of the same sex, and to **recognize** a marriage between two people of the same sex when their marriage was lawfully licensed and performed out-of-state.



Federal, state, and local agencies are expected to issue guidance on how to proceed. Employers with questions regarding the impact of the ruling on the administration of employee benefits for same-sex couples (or other applicable employment laws) are advised to **contact a knowledgeable employment law attorney** for specific guidance.

Stay tuned as we bring you more regarding the impact of this decision and be sure to check for updates in the [Employee Benefits](#) and [State Laws](#) sections of your online HR library.

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