

Prior law prohibited any employer, whether public or private, from intentionally discriminating against an employee on the basis of sex.

Prior law prohibited employment discrimination against women who are state government employees, whether the discrimination is intentional or unintentional, which is known as the "Louisiana Equal Pay for Women Act".

Prior law provided that if an employer fails to resolve the dispute to the satisfaction of such employee within the time provided herein, the employee may file a complaint in court pursuant to the "Louisiana Employment Discrimination Law".

New law provides that a complaint be filed with the La. Commission on Human Rights.

Prior law provided that a one-year prescriptive period shall be suspended during the 60 day period allowed for the employer to respond to the employee's written notice, during the pendency of any administrative review or investigation of the employee's claim by the commission or the U.S. Department of Labor, or both.

New law retains prior law but provides that the prescriptive period regarding the employees claim be suspended when filed with the La. Commission on Human Rights but changes the alternative filing from the U.S. Department of Labor to the U.S. Equal Employment Opportunity Commission.

Prior law provided that the La. Commission on Human Rights is a state commission which enforces the policies embodied in the Federal Civil Rights Act of 1964, 1968, and 1972 and the Age Discrimination in Employment Act of 1967. Prior law provided that the commission accepts the deferral of cases from the federal Equal Employment Opportunity Commission.

Prior law provided that the commission shall have enforcement powers including adjudication of claims of discrimination on the basis of age, race, color, religion, sex, or national origin. New law retains prior law but provides that the commission shall also have jurisdiction over matters associated with the "Louisiana Equal Pay for Women Act".

Effective August 1, 2014.

(Amends R.S. 23:665(B) and 667(B), and R.S. 51:2231(C), 2232(12), and 2235(9))