The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Mary Dozier O'Brien.

DIGEST

SB 219 Engrossed 2018 Regular Session Carter

Present law contains no provision declaring that no person should be discriminated against for reasons of their sexual orientation, gender identity or expression.

Present law is not consistent in its prohibition of discrimination based upon age.

Present law has made these consistent throughout the law, adding the language prohibiting discrimination on the basis of sexual orientation, gender identity or expression, but not all provisions needed to have the age language added.

Proposed law adds the prohibition of discrimination based upon age only where it had not previously appeared.

Proposed law provides that nothing in present law or proposed law regarding intentional discrimination in employment (R.S. 23:332) shall be interpreted to infringe upon the freedom of expression, association, or the free exercise of religion.

Proposed law exempts corporations, associations, educational institutions or institutions of learning or society in accordance with federal law reenacted to authorize Sections 702 and 703 of Title 7 of the Civil Rights Act of 1964 (current site: 41 U.S.C. 2000(e)-1(a) or 2000(e)-2(e)).

Effective August 15, 2018; if vetoed by the governor and subsequently approved by the legislature, effective on June 30, 2018, or the day the legislature approved the Act, whichever is later.

(Amends R.S. 23:332(A), (B), (C)(1) and (2), (D), (E), (H)(1), (3) and (4), R.S. 37:1025(B), 1107(C), 1360.23(H), 1437(D), 2719, 3425(C), 3447(C), and R.S. 40:1133.1(C); adds R.S. 23:302(9) and (10), and 332(I) and (J))