The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Yoursheka Butler.

## DIGEST

SB 92 Original

## 2022 Regular Session

Cathey

Present law provides definitions relative to prohibited employment discrimination.

Proposed law retains present law and defines the term "protected medical information".

<u>Present law</u> protects qualified persons from employment discrimination on the basis of protected genetic information and prohibits employers, labor organizations, and employment agencies from engaging in certain discriminatory practices in the workplace.

<u>Proposed law</u> retains <u>present law</u> and further forbids discrimination against qualified persons on the basis of protected medical information.

<u>Present law</u> provides certain exceptions to the nondiscrimination requirements by allowing employers, labor organizations, or employment agencies to request or require protected genetic information with respect to applicants who have been given a conditional offer of employment or to employees if the information obtained is to be used exclusively to assess whether further medical evaluations are needed to diagnose a current disease or medical condition or disorder.

<u>Proposed law</u> retains <u>present law</u> and adds protected medical information to the list of nondiscrimination requirement exceptions.

Effective August 1, 2022.

(Amends R.S. 23:368(A) - (D), (E)(1)(intro para), and (E)(2)(intro para), and (E)(2)(b) and (c); adds R.S. 23:302(9))