

2025 Regular Session

SENATE BILL NO. 66

BY SENATOR FOIL

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

DISCRIMINATION. Provides relative to discrimination based on military status in education, employment, public accommodations and housing options. (8/1/25)

1 AN ACT

2 To amend and reenact R.S. 17:111(A)(1) and (B), R.S. 23:332(A)(1) and (2), (B), (C)(1) and

3 (2), (D), (E), (F), and (H)(1) and (4), R.S. 49:145 and 146(A)(1), and R.S.

4 51:2606(A)(1) through (5), relative to discrimination based on military status; to

5 prohibit discrimination in public schools; to prohibit discrimination in employment;

6 to prohibit discrimination in public buildings; to prohibit discrimination in facilities

7 to which the public is invited; to prohibit discrimination in the sale or rental of

8 housing; and to provide for related matters.

9 Be it enacted by the Legislature of Louisiana:

10 Section 1. R.S. 17:111(A)(1) and (B) are hereby amended and reenacted to read as

11 follows:

12 §111. Discrimination in public schools prohibited; pupil assignment; religious

13 educational institutions

14 A.(1) No person shall be refused admission into or be excluded from any

15 public school in the state of Louisiana on account of race, creed, color, disability, as

16 defined in R.S. 51:2232, national origin, **military status**, or natural, protective, or

17 cultural hairstyle.

* * *

B. Except with the express approval of a board of education or school board having jurisdiction, a majority of the members of such board having been elected, no student shall be assigned or compelled to attend any school on account of race, creed, color or national origin, or for the purpose of achieving equality in attendance or increased attendance or reduced attendance, at any school, of persons of one or more particular races, creeds, colors ~~or~~, national origins, **or military status**, and no school district, school zone or attendance unit, by whatever name known, shall be established, reorganized or maintained for any such purpose, provided that nothing contained in this ~~section~~**Section** shall prevent the assignment of a pupil in the manner requested or authorized by his parents or guardian, and provided further that nothing in this Act shall be deemed to affect, in any way, the right of a religious or denominational educational institution to select its pupils exclusively or primarily from members of such religion or denomination or from giving preference to such selection to such members or to make such selection to its pupils as is calculated to promote the religious principle for which it is established.

Section 2. R.S. 23:332(A)(1) and (2), (B), (C)(1) and (2), (D), (E), (F), and (H)(1) and (4) are hereby amended and reenacted to read as follows:

§332. Intentional discrimination in employment

A. It shall be unlawful discrimination in employment for an employer to engage in any of the following practices:

(1) Intentionally fail or refuse to hire or to discharge any individual, or otherwise to intentionally discriminate against any individual with respect to compensation, or terms, conditions, or privileges of employment, because of the individual's race, color, religion, sex, national origin, **military status**, or natural, protective, or cultural hairstyle.

(2) Intentionally limit, segregate, or classify employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities, or otherwise adversely affect the individual's status as an

1 employee, because of the individual's race, color, religion, sex, national origin,
2 **military status**, or natural, protective, or cultural hairstyle.

3 * * *

4 B. It shall be unlawful discrimination in employment for an employment
5 agency to intentionally fail or refuse to refer for employment, or otherwise to
6 intentionally discriminate against, any individual because of his race, color, religion,
7 sex, ~~or~~ national origin, **military status**, or to intentionally classify or refer for
8 employment any individual on the basis of his race, color, religion, sex, national
9 origin, **military status**, or natural, protective, or cultural hairstyle.

10 C. It shall be unlawful discrimination in employment for a labor organization
11 to engage in any of the following practices:

12 (1) Intentionally exclude or intentionally expel from its membership, or
13 otherwise intentionally discriminate against, any individual because of his race,
14 color, religion, sex, national origin, **military status**, or natural, protective, or cultural
15 hairstyle.

16 (2) Intentionally limit, segregate, or classify its membership or applicants for
17 membership, or intentionally classify or fail or refuse to refer for employment any
18 individual in any way which would deprive or tend to deprive any individual of
19 employment opportunities, or would limit such employment opportunities, or
20 otherwise adversely affect his status as an employee or as an applicant for
21 employment, because of such individual's race, color, religion, sex, national origin,
22 **military status**, or natural, protective, or cultural hairstyle.

23 * * *

24 D. It shall be unlawful discrimination in employment for any employer, labor
25 organization, or joint labor-management committee controlling apprenticeship or
26 other training or retraining, including on-the-job training programs, to discriminate
27 against any individual because of his race, color, religion, sex, national origin,
28 **military status**, or natural, protective, or cultural hairstyle in admission to, or
29 employment in, any program established to provide apprenticeship or other training.

1 E. It shall be unlawful discrimination in employment for an employer,
2 employment agency, labor organization, or joint labor-management committee
3 controlling apprenticeship or other training or retraining, including on-the-job
4 training programs, to print or publish, or cause to be printed or published, any notice
5 or advertisement relating to employment by an employer or membership in or any
6 classification or referral for employment by a labor organization, or relating to any
7 classification or referral for employment by an employment agency, or relating to
8 admission to, or employment in, any program established to provide apprenticeship
9 or other training by a joint labor-management committee, indicating any preference,
10 limitation, specification, or discrimination based on race, color, religion, sex,
11 national origin, **military status**, or natural, protective, or cultural hairstyle. However,
12 a notice or advertisement may indicate a preference, limitation, specification, or
13 discrimination based on religion, sex, or national origin when religion, sex, **military**
14 **status**, or national origin is a bona fide occupational qualification for employment.

15 F. It shall be unlawful discrimination in employment for an insurer to engage
16 in any of the following practices:

17 (1) Intentionally fail or refuse to appoint or to discharge any insurance agent,
18 or otherwise to intentionally discriminate against any insurance agent with respect
19 to his compensation, terms, conditions, or privileges of employment, because of the
20 insurance agent's race, color, religion, sex, national origin, **military status**, or
21 natural, protective, or cultural hairstyle.

22 (2) Intentionally limit, segregate, or classify his insurance agents or
23 applicants for an insurance agent in any way which would deprive or tend to deprive
24 any insurance agent or applicant of employment opportunities, or otherwise
25 adversely affect his status as an insurance agent or applicant because of the insurance
26 agent's or applicant's race, color, religion, sex, national origin, **military status**, or
27 natural, protective, or cultural hairstyle.

28 * * *

29 H. Notwithstanding any other provision of this Section, it shall not be

1 unlawful discrimination in employment for:

2 (1) An employer to hire and employ employees, for an employment agency
3 to classify or refer for employment any individual, for a labor organization to
4 classify its membership or to classify or refer for employment any individual, or for
5 an employer, labor organization, or joint labor-management committee controlling
6 apprenticeship or other training or retraining programs to admit or employ any
7 individual in any such program on the basis of his religion, sex, or national origin in
8 those certain instances where religion, sex, **military status**, or national origin is a
9 bona fide occupational qualification reasonably necessary for the normal operation
10 of that particular business or enterprise.

11 * * *

12 (4) An employer to give and to act upon the results of any professionally
13 developed ability test, provided that such test, its administration, or action upon the
14 results is not designed, intended, or used to discriminate because of race, color,
15 religion, sex, national origin, **military status**, or natural, protective, or cultural
16 hairstyle.

17 * * *

18 Section 3. R.S. 49:145 and 146(A)(1) are hereby amended and reenacted to read as
19 follows:

20 §145. Use of public buildings; discrimination

21 No person shall be denied access to any public meeting in any public building
22 or facility used or owned by the state or any political subdivision of the state because
23 of race, color, creed, **military status**, or physical or mental disability. For purposes
24 of this Section, a public meeting is a meeting which is advertised as being open to
25 the general public.

26 §146. Facilities to which public invited; discrimination

27 A.(1) In access to public areas, public accommodations, and public facilities,
28 every person shall be free from discrimination based on race, religion, or national
29 ancestry and from arbitrary, capricious, or unreasonable discrimination based on age,

1 sex, **military status**, or physical or mental disability.

2 * * *

3 Section 4. R.S. 51:2606(A)(1) through (5) are hereby amended and reenacted to read
4 as follows:

5 §2606. Discrimination in sale or rental of housing and other prohibited practices

6 A. As made applicable by R.S. 51:2604, and except as exempted by R.S.
7 51:2604(B) and 2605, it is unlawful:

8 (1) To refuse to sell or rent after the making of a bona fide offer, or to refuse
9 to negotiate for the sale or rental of, or otherwise make unavailable or deny, a
10 dwelling to any person because of race, color, religion, sex, familial status, national
11 origin, **military status**, or natural, protective, or cultural hairstyle.

12 (2) To discriminate against any person in the terms, conditions, or privileges
13 of sale or rental of a dwelling, or in the provision of services or facilities in
14 connection therewith, because of race, color, religion, sex, familial status, national
15 origin, **military status**, or natural, protective, or cultural hairstyle.

16 (3) To make, print, or publish, or cause to be made, printed, or published any
17 notice, statement, or advertisement with respect to the sale or rental of a dwelling
18 that indicates any preference, limitation, or discrimination based on race, color,
19 religion, sex, disability, familial status, national origin, **military status**, or natural,
20 protective, or cultural hairstyle, or an intention to make any such preference,
21 limitation, or discrimination.

22 (4) To represent to any person because of race, color, religion, sex, disability,
23 familial status, national origin, **military status**, or natural, protective, or cultural
24 hairstyle that any dwelling is not available for inspection, sale, or rental when such
25 dwelling is in fact so available.

26 (5) For profit, to induce or attempt to induce any person to sell or rent any
27 dwelling by representations regarding the entry or prospective entry into the
28 neighborhood of a person or persons of a particular race, color, religion, sex,
29 disability, familial status, national origin, **military status**, or natural, protective, or

1 cultural hairstyle.

2 * * *

The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Senate Legislative Services. The keyword, summary, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

DIGEST

SB 66 Engrossed

2025 Regular Session

Foil

Present law prohibits discrimination in public schools on account of race, creed, color, disability, national origin, or natural, protective, or cultural hairstyle.

Proposed law adds military status to the list provided in present law.

Present law prohibits discrimination in employment on account of race, color, religion, sex, national origin, or natural, protective, or cultural hairstyle.

Proposed law adds military status to the list provided in present law.

Present law prohibits discrimination in public buildings on account of race, color, creed, or physical or mental disability.

Proposed law adds military status to the list provided in present law.

Present law prohibits discrimination in facilities to which the public is invited on account of race, religion, or national ancestry and from arbitrary, capricious, or unreasonable discrimination based on age, sex, or physical or mental disability.

Proposed law adds military status to the list provided in present law.

Present law prohibits discrimination in the sale or rental of housing on account of race, color, religion, sex, familial status, national origin, or natural, protective, or cultural hairstyle.

Proposed law adds military status to the list provided in present law.

Effective August 1, 2025.

(Amends R.S. 17:111(A)(1) and (B), R.S. 23:332(A)(1) and (2), (B), (C)(1) and (2), (D), (E), (F), and (H)(1) and (4), R.S. 49:145 and 146(A)(1), and R.S. 51:2606(A)(1)-(5))