

2025 Regular Session

SENATE BILL NO. 66

BY SENATORS FOIL, BARROW, BASS, BOUDREAUX, BOUIE, CARTER, CLOUD, CONNICK, DUPLESSIS, EDMONDS, FESI, HARRIS, HENRY, HENSGENS, HODGES, JACKSON-ANDREWS, JENKINS, LAMBERT, LUNEAU, MCMATH, MIGUEZ, MIZELL, PRESSLY, PRICE, SELDERS AND STINE

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) and to enact R.S. 23:322(10), relative to discrimination

5 based on military status; to prohibit discrimination in public schools; to prohibit

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

7 prohibit discrimination in facilities to which the public is invited; to prohibit

8 discrimination in the sale or rental of housing; to provide definitions; and to provide

9 for related matters.

10 Be it enacted by the Legislature of Louisiana:

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

12 follows:

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

14 educational institutions

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

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

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

1 cultural hairstyle.

2 * * *

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

18 Section 2. R.S. 23:332(A)(1) and (2), (B), (C)(1) and (2), (D), (E), (F), and (H)(1)
19 and (4) are hereby amended and reenacted and R.S. 23:322(10) is hereby enacted to read as
20 follows:

21 §322. Definitions

22 * * *

23 **(10) "Military status" means status as:**

24 **(a) A member of the uniformed forces, as defined in 10 U.S.C. §**
25 **101(A)(5), of the United States or a reserve component thereof named under 10**
26 **U.S.C. § 10101.**

27 **(b) A dependent as defined in 50 U.S.C. § 3911(4) except that the support**
28 **provided by the service member to the individual shall have been provided one**
29 **hundred eighty days immediately preceding an alleged action that if proven true**

1 would constitute unlawful discrimination under this Section instead of one
 2 hundred eighty days immediately preceding an application for relief under 50
 3 U.S.C. Chapter 50.

4 * * *

5 §332. Intentional discrimination in employment

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

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

13 (2) Intentionally limit, segregate, or classify employees or applicants for
 14 employment in any way which would deprive or tend to deprive any individual of
 15 employment opportunities, or otherwise adversely affect the individual's status as an
 16 employee, because of the individual's race, color, religion, sex, national origin,
 17 **military status**, or natural, protective, or cultural hairstyle.

18 * * *

19 B. It shall be unlawful discrimination in employment for an employment
 20 agency to intentionally fail or refuse to refer for employment, or otherwise to
 21 intentionally discriminate against, any individual because of his race, color, religion,
 22 sex, ~~or~~ national origin, **military status**, or to intentionally classify or refer for
 23 employment any individual on the basis of his race, color, religion, sex, national
 24 origin, **military status**, or natural, protective, or cultural hairstyle.

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

27 (1) Intentionally exclude or intentionally expel from its membership, or
 28 otherwise intentionally discriminate against, any individual because of his race,
 29 color, religion, sex, national origin, **military status**, or natural, protective, or cultural

1 hairstyle.

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

9 * * *

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

16 E. It shall be unlawful discrimination in employment for an employer,
17 employment agency, labor organization, or joint labor-management committee
18 controlling apprenticeship or other training or retraining, including on-the-job
19 training programs, to print or publish, or cause to be printed or published, any notice
20 or advertisement relating to employment by an employer or membership in or any
21 classification or referral for employment by a labor organization, or relating to any
22 classification or referral for employment by an employment agency, or relating to
23 admission to, or employment in, any program established to provide apprenticeship
24 or other training by a joint labor-management committee, indicating any preference,
25 limitation, specification, or discrimination based on race, color, religion, sex,
26 national origin, **military status**, or natural, protective, or cultural hairstyle. However,
27 a notice or advertisement may indicate a preference, limitation, specification, or
28 discrimination based on religion, sex, or national origin when religion, sex, **military**
29 **status**, or national origin is a bona fide occupational qualification for employment.

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

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

8 (2) Intentionally limit, segregate, or classify his insurance agents or
9 applicants for an insurance agent in any way which would deprive or tend to deprive
10 any insurance agent or applicant of employment opportunities, or otherwise
11 adversely affect his status as an insurance agent or applicant because of the insurance
12 agent's or applicant's race, color, religion, sex, national origin, military status, or
13 natural, protective, or cultural hairstyle.

14 * * *

15 H. Notwithstanding any other provision of this Section, it shall not be
16 unlawful discrimination in employment for:

17 (1) An employer to hire and employ employees, for an employment agency
18 to classify or refer for employment any individual, for a labor organization to
19 classify its membership or to classify or refer for employment any individual, or for
20 an employer, labor organization, or joint labor-management committee controlling
21 apprenticeship or other training or retraining programs to admit or employ any
22 individual in any such program on the basis of his religion, sex, or national origin in
23 those certain instances where religion, sex, military status, or national origin is a
24 bona fide occupational qualification reasonably necessary for the normal operation
25 of that particular business or enterprise.

26 * * *

27 (4) An employer to give and to act upon the results of any professionally
28 developed ability test, provided that such test, its administration, or action upon the
29 results is not designed, intended, or used to discriminate because of race, color,

1 religion, sex, national origin, **military status**, or natural, protective, or cultural
2 hairstyle.

3 * * *

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

6 §145. Use of public buildings; discrimination

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

12 §146. Facilities to which public invited; discrimination

13 A.(1) In access to public areas, public accommodations, and public facilities,
14 every person shall be free from discrimination based on race, religion, or national
15 ancestry and from arbitrary, capricious, or unreasonable discrimination based on age,
16 sex, **military status**, or physical or mental disability.

17 * * *

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

20 §2606. Discrimination in sale or rental of housing and other prohibited practices

21 A. As made applicable by R.S. 51:2604, and except as exempted by R.S.
22 51:2604(B) and 2605, it is unlawful:

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

27 (2) To discriminate against any person in the terms, conditions, or privileges
28 of sale or rental of a dwelling, or in the provision of services or facilities in
29 connection therewith, because of race, color, religion, sex, familial status, national

1 origin, **military status**, or natural, protective, or cultural hairstyle.

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

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

12 (5) For profit, to induce or attempt to induce any person to sell or rent any
13 dwelling by representations regarding the entry or prospective entry into the
14 neighborhood of a person or persons of a particular race, color, religion, sex,
15 disability, familial status, national origin, **military status**, or natural, protective, or
16 cultural hairstyle.

17 * * *

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 Reengrossed

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.

Proposed law defines "military status".

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); adds R.S. 23:322(10))

Summary of Amendments Adopted by Senate

Senate Floor Amendments to engrossed bill

1. Define "military status".