

Regular Session, 2014

SENATE BILL NO. 164

BY SENATOR MURRAY

DISCRIMINATION. Provides relative to discrimination. (8/1/14)

1 AN ACT
2 To amend and reenact R.S. 4:193(B), R.S. 9:3583, R.S. 12:1041(A), R.S. 14:107.2(A) and
3 326(C), R.S. 15:1204.2(B)(4) and 1402(A), R.S. 17:111, 158(F), 1676(D), 2053(D)(3),
4 3402(A), and 3991(B)(3), R.S. 22:1452(C)(25), 1454(A), and 1964(7)(f), R.S. 23:332 and
5 2043(B)(1), R.S. 27:27.2(B) and 27.4, R.S. 37:1025(B), 1107(C), 1360.23(I), 1437(D),
6 1455(A)(28), 2654(C)(1), 2719, 3425(C), and 3447(C), R.S. 38:2315, R.S. 39:1411, R.S.
7 40:1232(C), 2113.4(A), 2113.6(A)(1) and (B), 2120.35(B)(5), 2125(B), 2403(H)(1), and
8 2504, R.S. 46:437.11(A), 1104, 1134, 1154, 1407(B)(1)(e)(introductory paragraph) and (F),
9 1995, and 2205, R.S. 47:37(C) and 287.755(C), R.S. 48:274.1(C), R.S. 49:145 and
10 146(A)(1), and R.S. 51:2231(A), 2232(3), 2235(16)(a), 2236(A), 2237(2), 2247, 2248,
11 2254(1) and (2), 2255(A)(introductory paragraph), 2602(A), 2606(A)(1) through (5),
12 2607(A) and (C), and 2608 and to enact R.S. 23:302(9) and (10), relative to discrimination;
13 to expand the application of various provisions relative to discrimination by adding
14 additional criteria, including gender identity or expression and sexual orientation and, in
15 some cases, age, sex, or disability; to define terms for purposes of the Louisiana
16 Employment Discrimination Law and for unlawful discrimination in employment; to provide
17 for the definition of hate crimes; to remove certain activities from provisions for the attorney

1 general to institute civil proceedings against certain corporations; and to provide for related
2 matters.

3 Be it enacted by the Legislature of Louisiana:

4 Section 1. R.S. 4:193(B) is hereby amended and reenacted to read as follows:

5 §193. Categories of persons subject to exclusion and ejection; civil liberties

6 * * *

7 B. No person may be excluded or ejected on account of race, color, creed,
8 **sexual orientation, gender identity or expression**, national origin, ancestry,
9 disability, as defined in R.S. 51:2232(11), or gender.

10 * * *

11 Section 2. R.S. 9:3583 is hereby amended and reenacted to read as follows:

12 §3583. Discrimination prohibited

13 **A.** It shall be unlawful for any extender of credit to refuse to extend credit
14 to any major or emancipated minor solely because of that person's race, color,
15 religion, national origin, sex, **age, sexual orientation, gender identity or**
16 **expression, disability**, or marital status.

17 **B.** It shall also be unlawful for any extender of credit to require any major
18 or emancipated minor to meet credit qualification standards not required of other
19 persons similarly situated.

20 Section 3. R.S. 12:1041(A) is hereby amended and reenacted to read as follows:

21 §1041. Suppression of criminally operated businesses by domestic and foreign
22 corporations; proceedings

23 A. The attorney general is authorized to institute civil proceedings against
24 any domestic corporation to procure a judgment annulling, vacating or forfeiting its
25 articles of incorporation and franchise, and against any foreign corporation to revoke
26 its certificate of authority to transact business in this state when:

27 1. Any of the corporation officers or any other person controlling the
28 management or operation of such corporation, with the knowledge of the president
29 and a majority of the board of directors or under such circumstances that the

1 president and a majority of the directors should have knowledge, is a person or
 2 persons engaged in activities such as organized violent revolutionary or unlawful
 3 activity aimed at the overthrow of the government of the State of Louisiana or any
 4 of its political subdivisions, or any boards, commissions, agency or official of either,
 5 or any unlawful activity aimed at ~~organized homosexuality~~, organized crimes against
 6 nature, organized prostitution, organized gambling, organized narcotics, organized
 7 extortion or organized embezzlement, or who is connected directly or indirectly with
 8 organizations, syndicates, or criminal societies engaged in any of these; or

9 2. A director, officer, employee, agent or stockholder acting for, through or
 10 on behalf of such corporation has, in conducting the corporation's affairs, purposely
 11 engaged in a persistent course of violent revolutionary or unlawful activity aimed at
 12 the overthrow of the government of the State of Louisiana or any of its political
 13 subdivisions, or any boards, commissions, agency, or official or any unlawful
 14 activity aimed at ~~homosexuality~~, crimes against nature, intimidation and coercion,
 15 bribery, prostitution, gambling, extortion, embezzlement, unlawful sale of narcotics
 16 or other illegal conduct, with the knowledge of the president and majority of the
 17 board of directors or under such circumstances that the president and a majority of
 18 the directors should have knowledge, with the intent to compel or induce other
 19 persons, firms, or corporations to deal with such corporation or engage in any such
 20 illegal conduct, and

21 3. For the prevention of future illegal conduct of the same character, the
 22 public interest requires the charter of the corporation to be annulled, vacated, or
 23 forfeited and the corporation to be dissolved or the certificate of authority to transact
 24 business in this state revoked.

25 * * *

26 Section 4. R.S. 14:107.2(A) and 326(C) are hereby amended and reenacted to read
 27 as follows:

28 §107.2. Hate crimes

29 A. It shall be unlawful for any person to select the victim of the following

1 offenses against person and property because of actual or perceived race, age,
 2 gender, **gender identity or expression**, religion, color, creed, disability, sexual
 3 orientation, national origin, or ancestry of that person or the owner or occupant of
 4 that property or because of actual or perceived membership or service in, or
 5 employment with, an organization: first or second degree murder; manslaughter;
 6 battery; aggravated battery; second degree battery; aggravated assault with a firearm;
 7 terrorizing; mingling harmful substances; simple, forcible, or aggravated rape; sexual
 8 battery, second degree sexual battery; oral sexual battery; carnal knowledge of a
 9 juvenile; indecent behavior with juveniles; molestation of a juvenile or a person with
 10 a physical or mental disability; simple, second degree, or aggravated kidnapping;
 11 simple or aggravated arson; placing combustible materials; communicating of false
 12 information of planned arson; simple or aggravated criminal damage to property;
 13 contamination of water supplies; simple or aggravated burglary; criminal trespass;
 14 simple, first degree, or armed robbery; purse snatching; extortion; theft; desecration
 15 of graves; institutional vandalism; or assault by drive-by shooting.

* * *

17 §326. Processions, marches, parades, or demonstrations; permits; liability; bond;
 18 exemptions; penalty

* * *

20 C. The provisions of this Section shall apply to all groups, associations, or
 21 organizations regardless of race, creed, **age, sex, sexual orientation, gender**
 22 **identity or expression**, disability, as defined in R.S. 51:2232(11), color, or political
 23 beliefs of its members; however, nothing contained herein shall apply to a bona fide
 24 legitimate labor organization or professional firefighter or police association or to
 25 any lawful activity of a labor union permitted by law, nor shall these provisions
 26 apply to any procession or parade directly held or sponsored by the governing
 27 authority of any municipality or the governing authority of any parish, nor shall these
 28 provisions apply to any procession, march, or parade directly held or sponsored by
 29 a bona fide organization specifically for the celebration of Mardi Gras and/or directly

1 related prelenten or carnival festivities, school parades or other functions, parish
2 parades or other functions, state, parish, or municipal fairs or other such related
3 activities. However, the provisions of this Section shall apply only to parishes with
4 a population of more than four hundred fifty thousand.

5 * * *

6 Section 5: R.S. 15:1204.2(B)(4) and 1402(A) are hereby amended and reenacted to
7 read as follows:

8 §1204.2. Creation of system; functions; powers; duties

9 * * *

10 B. The system, by and through the commission, shall have the following
11 functions, powers, and duties:

12 * * *

13 (4) To prepare and distribute, to all such persons and agencies, forms to be
14 used in reporting data to the system. The forms shall provide for information
15 regarding crimes which are directed against individuals or groups, or their property,
16 by reason of their actual or perceived race, age, gender, **gender identity or**
17 **expression**, religion, color, creed, disability, sexual orientation, national origin, or
18 ancestry or by reason of their actual or perceived membership or service in, or
19 employment with, an organization as defined in R.S. 14:107.2. The forms shall also
20 provide for other items of information needed by federal and state bureaus or
21 departments engaged in the development of national and state statistics.

22 * * *

23 §1402. Legislative findings and declaration

24 A. The legislature hereby finds and declares that it is the right of every
25 person, regardless of race, color, creed, religion, national origin, sex, **sexual**
26 **orientation, gender identity or expression**, age, or ~~handicap~~ **disability**, to be secure
27 and protected from fear, intimidation, and physical harm caused by the activities of
28 violent groups and individuals. It is not the intent of this Chapter to interfere with
29 the constitutional exercise of the protected rights of freedom of expression and

1 association. The legislature hereby recognizes the right of every citizen to harbor
2 and constitutionally express beliefs on any lawful subject whatsoever, to associate
3 lawfully with others who share similar beliefs, to petition lawfully constituted
4 authority for a redress of perceived grievances, and to participate in the electoral
5 process.

6 * * *

7 Section 6. R.S. 17:111, 158(F), 1676(D), 2053(D)(3), 3402(A), and 3991(B)(3) are
8 hereby amended and reenacted to read as follows:

9 §111. Discrimination in public schools prohibited; pupil assignment; religious
10 educational institutions

11 A. No person shall be refused admission into or be excluded from any public
12 school in the state of Louisiana on account of race, creed, color, sex, sexual
13 orientation, gender identity or expression, disability, as defined in R.S.
14 51:2232(11), or national origin.

15 B. Except with the express approval of a board of education or school board
16 having jurisdiction, a majority of the members of such board having been elected,
17 no student shall be assigned or compelled to attend any school on account of race,
18 creed, color, sexual orientation, gender identity or expression, disability, or
19 national origin, or for the purpose of achieving equality in attendance or increased
20 attendance or reduced attendance, at any school, of persons of one or more particular
21 races, creeds, colors, sexual orientations, gender identities or expressions,
22 disabilities, or national origins, and no school district, school zone or attendance
23 unit, by whatever name known, shall be established, reorganized, or maintained for
24 any such purpose, provided that nothing contained in this ~~section~~ Section shall
25 prevent the assignment of a pupil in the manner requested or authorized by his
26 parents or guardian, and provided further that nothing in this Act shall be deemed to
27 affect, in any way, the right of a religious or denominational educational institution
28 to select its pupils exclusively or primarily from members of such religion or
29 denomination or from giving preference to such selection to such members or to

1 make such selection to its pupils as is calculated to promote the religious principle
2 for which it is established.

3 * * *

4 §158. School buses for transportation of students; employment of bus operators;
5 alternative means of transportation; improvement of school bus
6 turnarounds

7 * * *

8 F. The provisions of this Section shall apply to eligible public and nonpublic
9 school students. However, these provisions shall not apply to any student or the
10 parent or tutor of any student who attends a school which discriminates on the basis
11 of race, creed, color, sex, sexual orientation, gender identity or expression, or
12 national origin.

13 * * *

14 §1676. Recipients and awards of scholarships

15 * * *

16 D. Scholarship awards shall be made without regard to the applicant's race,
17 disability, as defined in R.S. 51:2232(11), creed, color, sex, sexual orientation,
18 gender identity or expression, national origin, or ancestry; and in making
19 scholarship awards, the department shall provide a fair and equitable geographical
20 distribution of the awards and shall treat all approved institutions of higher education
21 in a fair and equitable manner.

22 * * *

23 §2053. Payments to independent institutions of higher learning for educating
24 Louisiana residents

25 * * *

26 D. As used in this Section, the term "eligible institutions" shall mean
27 Centenary College, Dillard University, Our Lady of Holy Cross College, Louisiana
28 College, Loyola University, Our Lady of the Lake College, St. Joseph Seminary
29 College, Tulane University, and Xavier University, all in Louisiana. In order to

1 qualify for payments made by the Board of Regents under this Section, eligible
2 institutions shall:

3 * * *

4 (3) Admit students without regard to race, religion, color, **sex, sexual**
5 **orientation, gender identity or expression, disability,** or national origin.

6 * * *

7 §3402. Minimum requirements for school certification; admission policies;
8 environment; program

9 The minimum requirements for certification as a Montessori school shall be
10 as follows:

11 A. Admission policies

12 All admissions in a Montessori school shall be open to all persons of all
13 races, creeds, **sex, sexual orientation, gender identity or expression,** or color, and
14 to all persons with disabilities as defined in R.S. 51:2232(11).

15 * * *

16 §3991. Charter schools; requirements; limitations; renewal; amendment; revocation

17 * * *

18 B. Each proposed charter shall contain or make provision for the following:

19 * * *

20 (3) Admission requirements, if any, that are consistent with the school's role,
21 scope, and mission may be established pursuant to rules promulgated by the state
22 board. Such admission requirements shall be specific and shall include a system for
23 admission decisions which precludes exclusion of pupils based on race, religion,
24 gender, ethnicity, **sexual orientation, gender identity or expression,** national
25 origin, intelligence level as ascertained by an intelligence quotient examination, or
26 identification as a student with an exceptionality as defined in R.S. 17:1942(B).
27 Such admission requirements may include, however, specific requirements related
28 to a school's mission such as auditions for schools with a performing arts mission or
29 proficiency in a foreign language for schools with a language immersion mission.

1 Any school which was chartered prior to July 1, 2012, and which incorporated
2 achievement of a certain academic record as part of its admission requirements may
3 continue to utilize such admission requirements. No local board shall assign any
4 pupil to attend a charter school.

5 * * *

6 Section 7. R.S. 22:1452(C)(25), 1454(A), and 1964(7)(f) are hereby amended and
7 reenacted to read as follows:

8 §1452. Purpose of rate regulation; construction; definitions

9 * * *

10 C. As used in this Subpart, the following definitions shall be applicable:

11 * * *

12 (25) "Unfairly discriminatory" means not capable of being actuarially
13 justified or based on race, color, creed, **age, sex, sexual orientation, gender identity**
14 **or expression, disability,** or national origin. It does not refer to rates that produce
15 differences in premiums for policyholders with different loss exposures, so long as
16 the rate is actuarially justified and reflects such differences with reasonable accuracy.

17 * * *

18 §1454. Rating standards and methods

19 A. Rates shall not be inadequate or unfairly discriminatory in a competitive
20 market. Rates shall not be excessive, inadequate, or unfairly discriminatory in a
21 noncompetitive market. Risks may be classified using any criteria except that no
22 risk shall be classified on the basis of race, color, creed, **sex, sexual orientation,**
23 **gender identity or expression, disability,** or national origin.

24 * * *

25 §1964. Methods, acts, and practices which are defined as unfair or deceptive

26 The following are declared to be unfair methods of competition and unfair
27 or deceptive acts or practices in the business of insurance:

28 * * *

29 (7) Unfair discrimination.

* * *

(f) Refusing to insure, refusing to continue to insure, or limiting the amount of coverage available to an individual solely because of the sex, marital status, race, religion, **age, sexual orientation, gender identity or expression, disability,** or national origin of the individual. However, nothing in this Subsection shall prohibit an insurer from taking marital status into account for the purpose of defining persons eligible for dependent benefits. Nothing in this Section shall prohibit or limit the operation of fraternal benefit societies.

* * *

Section 8. R.S. 23:332 and 2043(B)(1) are hereby amended and reenacted and R.S. 23:302(9) and (10) are hereby enacted to read as follows:

§302. Definitions

For purposes of this Chapter and unless the context clearly indicates otherwise, the following terms shall have the following meanings ascribed to them:

* * *

(9) "Sexual orientation" means an individual's actual or perceived heterosexuality, homosexuality, or bisexuality.

(10) "Gender identity or expression" means a gender-related identity, appearance, expression, or behavior of a person, regardless of the person's assigned sex at birth.

* * *

§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 his compensation, or his terms, conditions, or privileges of employment, because of the individual's race, color, religion, sex, **age, sexual orientation, gender identity or expression,** or national origin.

1 (2) Intentionally limit, segregate, or classify his employees or applicants for
2 employment in any way which would deprive or tend to deprive any individual of
3 employment opportunities, or otherwise adversely affect his status as an employee,
4 because of the individual's race, color, religion, sex, **age, sexual orientation, gender**
5 **identity or expression**, or national origin.

6 B. It shall be unlawful discrimination in employment for an employment
7 agency to intentionally fail or refuse to refer for employment, or otherwise to
8 intentionally discriminate against, any individual because of his race, color, religion,
9 sex, or national origin, or to intentionally classify or refer for employment any
10 individual on the basis of his race, color, religion, sex, **age, sexual orientation,**
11 **gender identity or expression**, or national origin.

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

14 (1) Intentionally exclude or intentionally expel from its membership, or
15 otherwise intentionally discriminate against, any individual because of his race,
16 color, religion, sex, **age, sexual orientation, gender identity or expression**, or
17 national origin.

18 (2) Intentionally limit, segregate, or classify its membership or applicants for
19 membership, or intentionally classify or fail or refuse to refer for employment any
20 individual in any way which would deprive or tend to deprive any individual of
21 employment opportunities, or would limit such employment opportunities, or
22 otherwise adversely affect his status as an employee or as an applicant for
23 employment, because of such individual's race, color, religion, sex, **age, sexual**
24 **orientation, gender identity or expression**, or national origin.

25 (3) Intentionally cause or attempt to cause an employer to discriminate
26 against an individual in violation of this Section.

27 D. It shall be unlawful discrimination in employment for any employer, labor
28 organization, or joint labor-management committee controlling apprenticeship or
29 other training or retraining, including on-the-job training programs, to discriminate

1 against any individual because of his race, color, religion, sex, **age, sexual**
2 **orientation, gender identity or expression,** or national origin in admission to, or
3 employment in, any program established to provide apprenticeship or other training.

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

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

21 (1) Intentionally fail or refuse to appoint or to discharge any insurance agent,
22 or otherwise to intentionally discriminate against any insurance agent with respect
23 to his compensation, terms, conditions, or privileges of employment, because of the
24 insurance agent's race, color, religion, sex, **age, sexual orientation, gender identity**
25 **or expression,** or national origin.

26 (2) Intentionally limit, segregate, or classify his insurance agents or
27 applicants for an insurance agent in any way which would deprive or tend to deprive
28 any insurance agent or applicant of employment opportunities, or otherwise
29 adversely affect his status as an insurance agent or applicant because of the insurance

1 agent's or applicant's race, color, religion, sex, **age, sexual orientation, gender**
2 **identity or expression**, or national origin.

3 G. Nothing contained in this Section shall be construed so as to create a
4 cause of action against an employer, employment agency, labor organization, or
5 insurer for employment practices pursuant to any affirmative action plan.

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

8 (1) An employer to hire and employ employees, for an employment agency
9 to classify or refer for employment any individual, for a labor organization to
10 classify its membership or to classify or refer for employment any individual, or for
11 an employer, labor organization, or joint labor-management committee controlling
12 apprenticeship or other training or retraining programs to admit or employ any
13 individual in any such program on the basis of his religion, sex, **age, sexual**
14 **orientation, gender identity or expression**, or national origin in those certain
15 instances where religion, sex, **age, sexual orientation, gender identity or**
16 **expression**, or national origin is a bona fide occupational qualification reasonably
17 necessary for the normal operation of that particular business or enterprise.

18 (2) A school, college, university, or other educational institution or
19 institution of learning to hire and employ employees of a particular religion if such
20 school, college, university, or other educational institution or institution of learning
21 is, in whole or in substantial part, owned, supported, controlled, or managed by a
22 particular religion or by a particular religious corporation, association, or society, or
23 if the curriculum of the school, college, university, or other educational institution
24 or institution of learning is directed toward the propagation of a particular religion.

25 (3) An employer to apply different standards of compensation or different
26 terms, conditions, or privileges of employment pursuant to a bona fide seniority or
27 merit system, or a system which measures earnings by quantity or quality of
28 production, or to employees who work in different locations, provided that such
29 differences are not the result of an intention to discriminate because of race, color,

1 religion, sex, **age, sexual orientation, gender identity or expression**, or national
2 origin.

3 (4) An employer to give and to act upon the results of any professionally
4 developed ability test, provided that such test, its administration, or action upon the
5 results is not designed, intended, or used to discriminate because of race, color,
6 religion, sex, **age, sexual orientation, gender identity or expression**, or national
7 origin.

8 * * *

9 §2043. Members

10 * * *

11 B.(1) In making the appointments, the governor shall, as nearly as
12 practicable, appoint members in a manner that is representative of the population of
13 the regions of the state and shall consider factors including but not limited to race,
14 color, religion, gender, **age, sexual orientation, gender identity or expression**,
15 **disability**, and national origin.

16 * * *

17 Section 9. R.S. 27:27.2(B) and 27.4 are hereby amended and reenacted to read as
18 follows:

19 §27.2. Board designated excluded persons

20 * * *

21 B. The board and the division shall have the authority to place persons on the
22 excluded list. The board or division may not place a person on the list required by
23 this Section due to the person's race, color, creed, national origin, sex, **sexual**
24 **orientation, gender identity or expression**, or disability, as defined in R.S.
25 51:2232(11).

26 * * *

27 §27.4. Exclusion or ejection of persons

28 A. Any licensee, permittee, or the casino gaming operator may exclude or
29 eject any person for any reason, except race, color, creed, national origin, sex, **sexual**

1 §1437. Application for license

2 * * *

3 D. Every applicant for a license shall submit a sworn statement attesting that
4 he has knowledge of and understands the provisions of the Fair Housing Act of 1968
5 and the Louisiana Equal Housing Opportunity Act, and any amendments thereto or
6 any successor legislation subsequently following, and that he shall not induce or
7 attempt to induce any person to sell or rent any dwelling by representations regarding
8 the entry or prospective entry into an area, subdivision, or neighborhood of a person
9 or persons of a particular race, color, religion, **age, sex, sexual orientation, gender**
10 **identity or expression, disability,** or national origin.

11 * * *

12 §1455. Causes for censure, suspension, or revocation of license, registration, or
13 certification

14 A. The commission may censure a licensee, registrant, or certificate holder
15 or conditionally or unconditionally suspend or revoke any license, registration, or
16 certificate issued under this Chapter, levy fines or impose civil penalties not to
17 exceed five thousand dollars, or impose continuing education requirements on
18 licensees, registrants, or certificate holders if, in the opinion of the commission, a
19 licensee, registrant, or certificate holder is performing or attempting to perform or
20 has performed or has attempted to perform any of the following acts:

21 * * *

22 (28) Having been finally adjudicated and found guilty for refusing, because
23 of race, color, national origin, sex, **age, sexual orientation, gender identity or**
24 **expression, disability,** or ethnic group, to show, sell, or rent any real estate for sale
25 or rent to qualified purchasers or renters or for any violation of the Fair Housing Act
26 of 1968 or the Louisiana Equal Housing Opportunity Act ~~and/or~~ **including** any
27 amendments thereto or any successor legislation subsequently following.

28 * * *

29 §2654. Board of examiners; creation; membership; appointment; terms; chair;

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quorum

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C.(1) Appointment to the board shall be made without regard to race, creed, sex, religion, **sexual orientation, gender identity or expression, disability,** or national origin of the appointee. The Louisiana Speech-Language-Hearing Association shall, within not less than thirty days prior to the expiration of each term of office, submit to the governor a list of at least three names for each respective professional service category of board member, except the physician member and the public member, selected by all licensed speech-language pathologists and audiologists in this state, from which the governor shall make his appointment to fill the office for the next succeeding term.

* * *

§2719. Discrimination

No license, certificate, or registration shall be denied any applicant based upon the applicant's race, religion, creed, national origin, sex, ~~or physical impairment~~ so long as the ~~physical impairment does not interfere with the performance of professional duties~~ **age, sexual orientation, gender identity or expression, or disability.**

* * *

§3425. Qualifications for licensure; renewal

* * *

C. No license shall be denied any applicant based upon the applicant's race, religion, creed, national origin, sex, ~~or physical impairment~~ **age, sexual orientation, gender identity or expression, or disability.**

* * *

§3447. Requirements for licensed professional vocational counselor; renewal of license

* * *

C. No license shall be denied any applicant based upon the applicant's race,

1 religion, creed, national origin, sex, ~~or physical impairment~~ **age, sexual orientation,**
2 **gender identity or expression, or disability.**

3 Section 11. R.S. 38:2315 is hereby amended and reenacted to read as follows:

4 §2315. Equal opportunity

5 Every person shall be guaranteed equal employment opportunities in the
6 selection of persons for professional services and such selection of persons for
7 professional services and such selection shall not discriminate against any person
8 because of race, religion, national ancestry, age, sex, **sexual orientation, gender**
9 **identity or expression,** or ~~physical condition~~ **disability.** If any person or persons
10 violates the provisions of this ~~section~~ **Section,** they shall be subject to the same
11 penalties as provided in R.S. 38:2314(A).

12 Section 12. R.S. 39:1411 is hereby amended and reenacted to read as follows:

13 §1411. No state assistance for discriminatory programs

14 No person in the State of Louisiana shall, on the ground of race, color,
15 religion, **age, sex, sexual orientation, gender identity or expression, disability,** or
16 national origin, be excluded from participation in, be denied the benefits of, or be
17 subjected to discrimination under any program or activity receiving state financial
18 assistance.

19 Section 13. R.S. 40:1232(C), 2113.4(A), 2113.6(A)(1) and (B), 2120.35(B)(5),
20 2125(B), 2403(H)(1), and 2504 are hereby amended and reenacted to read as follows:

21 §1232. Emergency medical personnel training; licensure

22 * * *

23 C. The bureau shall affirmatively provide that there is no discrimination
24 toward any individual in the licensure process on the basis of race, religion, creed,
25 national origin, sex, **sexual orientation, gender identity or expression, disability,**
26 or age.

27 * * *

28 §2113.4. Duty to provide services; penalty

29 A. Any general hospital licensed under this Part, which is owned or operated,

1 or both, by a hospital service district, which benefits from being financed by the sale
 2 of bonds that are exempt from taxation as provided by Louisiana law, or which
 3 receives any other type of financial assistance from the state of Louisiana and which
 4 offers emergency room services to the public and is actually offering such services
 5 at the time, shall make its emergency services available to all persons residing in the
 6 territorial area of the hospital regardless of whether the person is covered by private,
 7 federal Medicare or Medicaid, or other insurance. Each person shall receive these
 8 services free from discrimination based on race, religion, or national ancestry and
 9 from arbitrary, capricious, or unreasonable discrimination based on age, sex, ~~or~~
 10 ~~physical condition~~ and **sexual orientation, gender identity or expression,**
 11 **disability, or** economic status. However, in no event shall emergency treatment be
 12 denied to anyone on account of inability to pay. Any such hospital found to be in
 13 violation of this Section shall not receive any client referrals from the Department
 14 of Health and Hospitals.

15 * * *

16 §2113.6. Emergency diagnoses and services; denial for inability to pay;
 17 discriminatory practices

18 A.(1) No officer, employee, or member of the medical staff of a hospital
 19 licensed by the Department of Health and Hospitals shall deny emergency services
 20 available at the hospital to a person diagnosed by a licensed physician as requiring
 21 emergency services because the person is unable to establish his ability to pay for the
 22 services or because of race, religion, or national ancestry. In addition, the person
 23 needing the services shall not be subjected by any such person to arbitrary,
 24 capricious, or unreasonable discrimination based on age, sex, ~~physical condition,~~
 25 **sexual orientation, gender identity or expression, disability,** or economic status.

26 * * *

27 B. No officer, employee, or member of the medical staff of a hospital
 28 licensed by the Department of Health and Hospitals shall deny a person in need of
 29 emergency services access to diagnosis by a licensed physician on the staff of the

1 hospital because the person is unable to establish his ability to pay for the services
 2 or because of race, religion, or national ancestry. In addition, the person needing the
 3 services shall not be subjected by any such person to arbitrary, capricious, or
 4 unreasonable discrimination based on age, sex, ~~physical condition,~~ **sexual**
 5 **orientation, gender identity or expression, disability,** or economic status.

6 * * *

7 §2120.35. Rules, regulations, and standards for licenses

8 * * *

9 B. The department shall promulgate minimum standards for adult brain
 10 injury facilities as defined in this Part which, at a minimum, shall:

11 * * *

12 (5) Prohibit discrimination by brain injury facilities on the basis of race,
 13 color, creed, sex, **age, sexual orientation, gender identity or expression,** disability,
 14 as defined in R.S. 51:2232(11), national origin, or ancestry.

15 * * *

16 §2125. Age; continuation of assistance; discrimination

17 * * *

18 B. Such assistance shall not be provided where an institution or provider
 19 discriminates against those seeking services provided herein on the basis of race,
 20 color, creed, **sex, sexual orientation, gender identity or expression,** disability, as
 21 defined in R.S. 51:2232(11), or national origin.

22 * * *

23 §2403. Council on Peace Officer Standards and Training

24 * * *

25 H.(1) The council may establish and implement curricula and publish
 26 training materials to train peace officers to identify, respond to, and report all crimes
 27 which are directed against individuals or groups, or their property, by reason of their
 28 actual or perceived race, age, gender, **gender identity or expression,** religion, color,
 29 creed, disability, sexual orientation, national origin, or ancestry.

* * *

§2504. Authority to contract

The Interagency Recreation Board may enter into contracts with the private sector for the maintenance, upkeep, and management of golf courses, tennis courts, ball parks, and recreation facilities constructed under the provisions of this Chapter and may enter into other such contracts as may be necessary or appropriate to implement the provisions of this Chapter or any other functions of the board as provided by law, all in accordance with applicable laws. However, any such private contractor shall not in any way prohibit or restrict public access to any recreation facilities constructed under the provisions of this Chapter on the basis of race, sex, creed, **age, sexual orientation, gender identity or expression, disability**, or color.

Section 14. R.S. 46:437.11(A), 1104, 1134, 1154, 1407(B)(1)(e)(introductory paragraph) and (F), 1995, and 2205 are hereby amended and reenacted to read as follows:

§437.11. Provider agreements

A. The department shall make payments from medical assistance programs funds for goods, services, or supplies rendered to recipients to any person who has a provider agreement in effect with the department, who is complying with all federal and state laws and rules pertaining to the medical assistance programs, and who agrees that no person shall be subjected to discrimination under the medical assistance programs because of race, creed, ethnic origin, sex, age, **sexual orientation, gender identity or expression**, or ~~physical condition~~: **disability**.

* * *

§1104. Application consideration; evaluation

It shall be the duty of the board of commissioners to receive, consider, evaluate, and allow or disallow all applications for scholarships made by eligible applicants. The board of commissioners shall make careful and full investigation of the ability and qualifications of each applicant. The board of commissioners shall provide that an affirmative action program for the selection of recipients be established which shall include that no discrimination occur on the basis of race,

1 creed, sex, age, sexual orientation, gender identity or expression, disability, or
 2 ethnic origin. The board of commissioners shall establish and publish rules on the
 3 selection process of the recipient which shall preclude the appearance of and the
 4 possibility of nepotism. The board of commissioners shall notify each applicant
 5 selected to receive a scholarship of his selection and shall also notify the dean of the
 6 medical school to which the recipient has been admitted or in which he is engaged
 7 in study, or the chief administrator of any internship or residency program in which
 8 the applicant is engaged.

9 * * *

10 §1134. Application consideration; evaluation

11 It shall be the duty of the board of commissioners to receive, consider,
 12 evaluate, and allow or disallow all applications for scholarships made by eligible
 13 applicants. The board of commissioners shall make careful and full investigation of
 14 the ability and qualifications of each applicant. The board of commissioners shall
 15 provide that an affirmative action program for the selection of recipients be
 16 established which shall include that no discrimination occur on the basis of race,
 17 creed, sex, age, sexual orientation, gender identity or expression, disability, or
 18 ethnic origin. The board of commissioners shall establish and publish rules on the
 19 selection process of the recipient which shall preclude the appearance of and the
 20 possibility of nepotism. The board of commissioners shall notify each applicant
 21 selected to receive a scholarship of his selection and shall also notify the dean of the
 22 nursing school or office of financial assistance at the school where the student is
 23 registered.

24 * * *

25 §1154. Application consideration; evaluation

26 The board shall receive, consider, evaluate, and allow or disallow all
 27 applications for scholarships made by eligible applicants. The board shall make
 28 careful and full investigation of the ability and qualifications of each applicant. The
 29 board shall ensure that no discrimination occurs on the basis of race, creed, sex, age,

1 discrimination under, any program or activity funded in whole or in part with funds
2 made available under this Chapter.

3 * * *

4 §2205. Nondiscrimination of policy

5 All organizations receiving grants under this Chapter shall provide the
6 required transportation services without regard to the race, religion, sex, **sexual**
7 **orientation, gender identity or expression**, national ancestry, place of residence,
8 or income level of the persons needing the assistance.

9 Section 15. R.S. 47:37(C) and 287.755(C) are hereby amended and reenacted to read
10 as follows:

11 §37. Tax credit for contributions to educational institutions

12 * * *

13 C. There shall be allowed a credit against the tax liability due under the
14 income tax for donations, contributions, or sales below cost of tangible movable
15 property made to educational institutions in the state of Louisiana. The credit
16 allowed by this Section shall be computed at the rate of forty percent of such
17 property's value, as defined herein, or, in the case of a sale below cost, forty percent
18 of the difference between the price received for the tangible movable property by the
19 taxpayer and the value of the property as defined herein. The credit shall be limited
20 to the total of the tax liability for the taxable year for which it is being claimed and
21 shall be in lieu of the deductions from gross income provided for in R.S. 47:57. The
22 credit shall not be allowed if the taxpayer arbitrarily, capriciously, or unreasonably
23 discriminates against any person because of race, religion, **age, sex, sexual**
24 **orientation, gender identity or expression, disability**, ideas, beliefs, or affiliations.

25 * * *

26 §287.755. Tax credit for contributions to educational institutions

27 * * *

28 C. There shall be allowed a credit against the tax liability due under the
29 income tax for donations, contributions, or sales below cost of tangible movable

1 property made to educational institutions in the state of Louisiana. The credit
 2 allowed by this Section shall be computed at the rate of forty percent of such
 3 property's value, as defined herein, or, in the case of a sale below cost, forty percent
 4 of the difference between the price received for the tangible movable property by the
 5 taxpayer and the value of the property as defined herein. The credit shall be limited
 6 to the total of the tax liability for the taxable year for which it is being claimed and
 7 shall be in lieu of the deductions from gross income provided for in R.S. 47:57. The
 8 credit shall not be allowed if the taxpayer arbitrarily, capriciously, or unreasonably
 9 discriminates against any person because of race, religion, **age, sex, sexual**
 10 **orientation, gender identity or expression, disability**, ideas, beliefs, or affiliations.

11 * * *

12 Section 16. R.S. 48:274.1(C) is hereby amended and reenacted to read as follows:

13 §274.1. Placing of specific information logo signs on interstate highways; contracts
 14 with third parties

15 * * *

16 C. Each business ~~identified~~ **identified** on a specific information logo sign
 17 shall give written assurance to the department of its conformity with all applicable
 18 laws concerning the provision of public accommodations without ~~regard to~~
 19 **discrimination based on** race, religion, color, sex, **age, sexual orientation, gender**
 20 **identity or expression, disability**, or national origin and shall not be in breach of
 21 that assurance.

22 * * *

23 Section 17. R.S. 49:145 and 146(A)(1) are hereby amended and reenacted to read
 24 as follows:

25 §145. Use of public buildings; discrimination

26 No person shall be denied access to any public meeting in any public building
 27 or facility used or owned by the state or any political subdivision of the state because
 28 of race, color, creed, **age, sex, sexual orientation, gender identity or expression**,
 29 or physical or mental disability. For purposes of this Section, a public meeting is a

1 meeting which is advertised as being open to the general public.

2 §146. Facilities to which public invited; discrimination

3 A.(1) In access to public areas, public accommodations, and public facilities,
4 every person shall be free from discrimination based on race, religion, or national
5 ancestry and from arbitrary, capricious, or unreasonable discrimination based on age,
6 sex, **sexual orientation, gender identity or expression**, or physical or mental
7 disability.

8 * * *

9 Section 18. R.S. 51:2231(A), 2232(3), 2235(16)(a), 2236(A), 2237(2), 2247, 2248,
10 2254(1) and (2), 2255(A)(introductory paragraph), 2602(A), 2606(A)(1) through (5),
11 2607(A) and (C), and 2608 are hereby amended and reenacted to read as follows:

12 §2231. Statement of purpose; limitation on prohibitions against discrimination
13 because of age

14 A. It is the purpose and intent of the legislature by this enactment to provide
15 for execution within Louisiana of the policies embodied in the Federal Civil Rights
16 Act of 1964, 1968, and 1972 and the Age Discrimination in Employment Act of
17 1967, as amended; and to assure that Louisiana has appropriate legislation
18 prohibiting discrimination in public accommodations sufficient to justify the deferral
19 of cases by the federal Equal Employment Opportunity Commission, the executive
20 director of the Louisiana Workforce Commission, and the Department of Justice
21 under those statutes; to safeguard all individuals within the state from discrimination
22 because of race, creed, color, religion, sex, **sexual orientation, gender identity or**
23 **expression**, age, disability, or national origin in connection with employment and in
24 connection with public accommodations; to protect their interest in personal dignity
25 and freedom from humiliation; to make available to the state their full productive
26 capacities in employment; to secure the state against domestic strife and unrest
27 which would menace its democratic institutions; to preserve the public safety, health,
28 and general welfare; and to further the interest, rights, and privileges within the state.

29 * * *

1 §2232. Definitions

2 As used in this Chapter:

3 * * *

4 (3) "Discriminatory practice in connection with public accommodations"
5 means any direct or indirect act or practice of exclusion, distinction, restriction,
6 segregation, limitation, refusal, denial, or any other act or practice of differentiation
7 or preference in the treatment of a person or persons because of race, creed, color,
8 religion, sex, **sexual orientation, gender identity or expression**, age, disability, or
9 national origin.

10 * * *

11 §2235. Powers and duties of commission

12 In the enforcement of this Chapter, the commission shall have the following
13 powers and duties:

14 * * *

15 (16) To create local or statewide advisory committees that in its judgment
16 will aid in effectuating the purposes of this Chapter. Members of such committees
17 shall serve without pay but shall be reimbursed for expenses incurred in such service.
18 The commission may make provision for technical and clerical assistance to the
19 committees. The commission may empower these committees:

20 (a) To study and report on problems of discrimination because of race, creed,
21 color, religion, sex, **sexual orientation, gender identity or expression**, age,
22 disability, or national origin.

23 * * *

24 §2236. Parishes and municipalities may prohibit discrimination

25 A. Parishes and municipalities may adopt and enforce ordinances, orders,
26 and resolutions prohibiting all forms of discrimination, including discrimination on
27 the basis of race, creed, color, religion, national origin, sex, **sexual orientation,**
28 **gender identity or expression**, disability, or age, and ~~to~~ prescribe penalties for
29 violations thereof, such penalties being in addition to the remedial orders and

1 enforcement herein authorized.

2 * * *

3 §2237. Local human rights commissions

4 Any parish or municipality, or one or more parishes and municipalities acting
5 jointly, may create a human rights commission, hereinafter referred to as a "local
6 commission":

7 * * *

8 (2) To safeguard all individuals within its jurisdiction from discrimination
9 because of race, creed, color, religion, national origin, sex, **sexual orientation,**
10 **gender identity or expression,** disability, or age.

11 * * *

12 §2247. Public accommodations, resorts, amusements; discriminatory practices
13 prohibited

14 Except as otherwise provided in this Chapter, it is a discriminatory practice
15 for a person to deny an individual the full and equal enjoyment of the goods,
16 services, facilities, privileges, advantages, and accommodations of a place of public
17 accommodation, resort, or amusement, as defined in this Chapter, on the grounds of
18 race, creed, color, religion, sex, **sexual orientation, gender identity or expression,**
19 age, disability, as defined in R.S. 51:2232(11), or national origin.

20 §2248. Advertisement of accommodations, goods, services

21 It shall be an unlawful practice for a person, directly or indirectly, to publish,
22 circulate, issue, display, mail, or cause to be published, circulated, issued, displayed,
23 or mailed, a written, printed, oral, or visual communication, notice, or advertisement
24 which indicates that the goods, services, facilities, privileges, advantages, and
25 accommodations of a place of public accommodation, resort, or amusement shall be
26 refused, withheld from, or denied an individual on account of his race, color,
27 religion, **age, sex, sexual orientation, gender identity or expression,** disability, as
28 defined in R.S. 51:2232(11), or national origin, or that the patronage of or presence
29 at a place of public accommodations, resort, or amusement of an individual on

1 account of his race, color, religion, **age, sex, sexual orientation, gender identity or**
2 **expression**, disability, as defined in R.S. 51:2232(11), or national origin is
3 objectionable, unwelcome, unacceptable, or undesirable.

4 §2254. Unlawful financial practices

5 It shall be an unlawful practice for a financial institution or an individual
6 employed by or acting on behalf of a financial institution:

7 (1) To discriminate against an individual because of the race, creed, color,
8 religion, national origin, sex, **age, sexual orientation, gender identity or**
9 **expression**, disability, as defined in R.S. 51:2232(11), or age of the individual or the
10 present or prospective owner, tenant, or occupant of the immovable property or of
11 a member, stockholder, director, officer, employee, or representative of any of these,
12 in the granting, withholding, extending, modifying, or renewing of rates, terms,
13 conditions, privileges, or other provisions of financial assistance or in the extension
14 of services in connection therewith.

15 (2) To use a form of application for financial assistance or to make or keep
16 a record or inquiry in connection with applications for financial assistance which
17 indicates directly or indirectly a limitation, specification, or discrimination, as to
18 race, creed, color, religion, **age, sex, sexual orientation, gender identity or**
19 **expression**, disability, as defined in R.S. 51:2232(11), or national origin, or an intent
20 to make such a limitation, specification, or discrimination.

21 * * *

22 §2255. Unlawful practices in connection with credit transactions; exceptions

23 A. It shall be an unlawful practice for any person, whether acting for himself
24 or another, in connection with any credit transaction because of race, creed, color,
25 religion, national origin, disability, as defined in R.S. 51:2232(11), ~~or sex,~~ **age,**
26 **sexual orientation, gender identity or expression:**

27 * * *

28 §2602. Policy

29 A. The legislature finds and declares that persons in this state who seek a

1 place to live should be able to find such housing whenever it is available. Further,
 2 in many localities there may be housing shortages. All persons should therefore be
 3 able to compete for available housing on an open, fair, and equitable basis, regardless
 4 of race, color, religion, sex, ~~handicap~~ **age, sexual orientation, gender identity or**
 5 **expression, disability**, familial status, or national origin.

6 * * *

7 §2606. Discrimination in sale or rental of housing and other prohibited practices

8 A. As made applicable by R.S. 51:2604, and except as exempted by
 9 Subsection B thereof and R.S. 51:2605, it is unlawful:

10 (1) To refuse to sell or rent after the making of a bona fide offer, or to refuse
 11 to negotiate for the sale or rental of, or otherwise make unavailable or deny, a
 12 dwelling to any person because of race, color, religion, sex, **age, sexual orientation,**
 13 **gender identity or expression**, familial status, or national origin.

14 (2) To discriminate against any person in the terms, conditions, or privileges
 15 of sale or rental of a dwelling, or in the provision of services or facilities in
 16 connection therewith, because of race, color, religion, sex, **age, sexual orientation,**
 17 **gender identity or expression**, familial status, or national origin.

18 (3) To make, print, or publish, or cause to be made, printed, or published any
 19 notice, statement, or advertisement, with respect to the sale or rental of a dwelling
 20 that indicates any preference, limitation, or discrimination based on race, color,
 21 religion, sex, ~~handicap~~ **age, sexual orientation, gender identity or expression,**
 22 **disability**, familial status, or national origin, or an intention to make any such
 23 preference, limitation, or discrimination.

24 (4) To represent to any person because of race, color, religion, sex, ~~handicap~~
 25 **age, sexual orientation, gender identity or expression, disability**, familial status,
 26 or national origin that any dwelling is not available for inspection, sale, or rental
 27 when such dwelling is in fact so available.

28 (5) For profit, to induce or attempt to induce any person to sell or rent any
 29 dwelling by representations regarding the entry or prospective entry into the

1 neighborhood of a person or persons of a particular race, color, religion, sex,
2 ~~handicap~~ **age, sexual orientation, gender identity or expression, disability,**
3 familial status, or national origin.

4 * * *

5 §2607. Discrimination in residential real estate related transactions

6 A. It is unlawful for any person or other entity whose business includes
7 engaging in residential real estate related transactions to discriminate against any
8 person in making available such a transaction, or in the terms or conditions of such
9 a transaction, because of race, color, religion, sex, ~~handicap~~ **age, sexual orientation,**
10 **gender identity or expression, disability,** familial status, or national origin.

11 * * *

12 C. Nothing in this Chapter prohibits a person engaged in the business of
13 furnishing appraisals of real property to take into consideration factors other than
14 race, color, religion, national origin, sex, ~~handicap~~ **age, sexual orientation, gender**
15 **identity or expression, disability,** or familial status.

16 §2608. Discrimination in provision of brokerage services

17 It is unlawful to deny any person access to or membership or participation in
18 any multiple-listing service, real estate brokers' organization or other service,
19 organization, or facility relating to the business of selling or renting dwellings, or to
20 discriminate against him in the terms or conditions of such access, membership, or
21 participation, on account of race, color, religion, sex, ~~handicap~~ **age, sexual**
22 **orientation, gender identity or expression, disability,** familial status, or national
23 origin.

The original instrument and the following digest, which constitutes no part
of the legislative instrument, were prepared by Angela L. De Jean.

DIGEST

Proposed law provides with respect to discrimination in various provisions of law. In general, adds sexual orientation and gender identity or expression in provisions prohibiting or describing discrimination. Also adds age, sex, or disability in a number of such provisions. The following table summarizes these changes:

Citation R.S.	Provisions about discrimination related to	Adds sexual orientation & gender identity or expression as discrimination criteria	Other criteria added
4:193(B)	Exclusion or ejection from a track, race meeting, race, or licensed establishment	Yes	
9:3583	Extending credit	Yes	age, disability
14:107.2(A)	Definition of hate crimes. Prohibited bases for selection of victims of specified crimes	gender identity or expression (sexual orientation already in law)	
14:326(C)	Applications of requirements for permits for parades, or demonstrations	Yes	age
15:1204.2(B)(4)	Requires La. Uniform Crime Reporting System include crimes directed at persons or groups based on certain actual or perceived characteristics	gender identity or expression (sexual orientation already in law)	
15:1402(A)	Rights to be secure from fear, intimidation, and physical harm caused by violent groups and individuals.	Yes	
17:111	School admission and school assignment	Yes	sex (in A) disability (in B)
17:158(F)	Free school transportation for public and nonpublic schools – Not applicable to students who attend a school that discriminates	Yes	sex
17:1676(D)	Eligibility for a particular scholarship program for approved institutions of higher education in the state	Yes	
17:2053(D)(3)	Payments to independent institutions of higher learning for educating Louisiana residents	Yes	sex, disability
17:3402(A)	Open admission requirements for certification of a Montessori school	Yes	sex
17:3991(B)(3)	Admission requirements of charter schools	Yes	
22:1452(C)(25)	Unfair discrimination relative to insurance rates	Yes	age, sex

Citation R.S.	Provisions about discrimination related to	Adds sexual orientation & gender identity or expression as discrimination criteria	Other criteria added
22:1454(A)	Prohibited criteria for establishing risk classifications for insurance rates	Yes	sex, disability
22:1964(7)(f)	Unfair or deceptive trade practices in the insurance business, discrimination in refusing to insure, refusing to continue to insure, or limiting the amount of coverage available	Yes	age, disability
23:332	Louisiana Employment Discrimination Law – Provides for unlawful discrimination in employment	Yes	age
23:2043(B)(1)	Factors for governor to consider in appointments to La. Workforce Investment Council	Yes	age, disability
27:27.2(B)	Persons excluded from gaming premises	Yes	
27:27.4	Exclusion or ejection of persons from gaming premises	Yes	
37:1025(B)	Selection of medication attendants	Yes	age, sex
37:1107(C)	Licensing of licensed professional counselors	Yes	age, disability
37:1360.23(I)	Licensing of physicians assistants and admission to training, employment, and utilization programs	Yes	
37:1437(D)	Requirement for applicants for a real estate license to sign a statement that he will not try to induce sale or rental of any dwelling by representations about entry into an area of persons of a particular race, color, religion, or national origin.	Yes	age, sex, disability
37:1455(A)(28)	Penalties for real estate license or certificate holders do not show, sell, or rent real estate by reason of discrimination	Yes	age, disability

Citation R.S.	Provisions about discrimination related to	Adds sexual orientation & gender identity or expression as discrimination criteria	Other criteria added
37:2654(C)(1)	Appointment of members of the board of the La. Board of Examiners for Speech-Language Pathology and Audiology	Yes	disability
37:2719	Granting a social worker's license, certificate, or registration	Yes	age, disability
37:3425(C)	Granting a clinical exercise physiologist's license	Yes	age, disability
37:3447(C)	Granting a rehabilitation counselor's license	Yes	age, disability
38:2315	Selection of architects, engineers, and landscape architects for public contracts	Yes	disability
39:1411	Program or activity receiving state financial assistance	Yes	age, sex, disability
40:1232(C)	Licensure of EMS practitioners	Yes	disability
40:2113.4(A)	Hospital service district hospitals providing emergency services	Yes	disability
40:2113.6(A)(1) and (B)	Licensed hospitals providing emergency services	Yes	disability
40:2120.35(B)(5)	Brain injury facilities	Yes	age
40:2125(B)	Financial assistance for exceptional children will not be provided for facilities that discriminate	Yes	sex
40:2403(H)(1)	Council on Peace Officer Standards and Training to provide for curricula and training materials to train peace officers to identify, respond to, and report crimes directed against individuals or groups by reason of actual or perceived characteristics	gender identity or expression (sexual orientation already in the law)	
40:2504	Access to facilities of the Interagency Recreation Board	Yes	age, disability

Citation R.S.	Provisions about discrimination related to	Adds sexual orientation & gender identity or expression as discrimination criteria	Other criteria added
46:437.11(A)	Payments from medical assistance programs funds for goods, services, or supplies from providers who do not discriminate	Yes	disability
46:1104	Medical scholarship programs of hospital service districts or parish governing authorities, prohibits discrimination in selection of recipients	Yes	disability
46:1134	Nursing scholarship programs of hospital service districts or parish governing authorities, prohibits discrimination in selection of recipients	Yes	disability
46:1154	Allied health professions scholarship programs of hospital service districts or parish governing authorities, prohibits discrimination in selection of recipients	Yes	disability
46:1407(B)(1)(e) & (F)	Licensure of early childhood learning centers and specialized providers and licensure regulations	Yes	
46:1995	Displaced homemaker programs	Yes	disability
46:2205	Transportation assistance for the elderly and handicapped	Yes	
47:37(C)	Income tax credit for donations, contributions, or sales below cost of tangible movable property for educational institutions, excludes donors who discriminate	Yes	age, sex, disability
47:287.755(C)	Same as above but applicable to corporation, person, estate, or trust contributing, donating, or selling below cost tangible movable property to educational institutions. Applies to corporate tax	Yes	age, sex, disability

Citation R.S.	Provisions about discrimination related to	Adds sexual orientation & gender identity or expression as discrimination criteria	Other criteria added
48:274.1(C)	Requires that businesses that have their logo on Interstate highway signs comply with laws relative to discrimination in public accommodations	Yes	age, disability
49:145	Access to public meetings in facilities owned or used by the state or political subdivisions	Yes	age, sex
49:146(A)(1)	Access to public areas, public accommodations, and public facilities	Yes	
51:2231(A)	Legislative intent that creation of the La. Commission on Human Rights is to safeguard from discrimination	Yes	
51:2232(3)	Defines "Discriminatory practice in connection with public accommodations"	Yes	
51:2235(16)(a)	La. Commission on Human Rights authority to create advisory committees on discrimination	Yes	
51:2236(A)	Authorizes parishes and municipalities to adopt and enforce discrimination prohibitions	Yes	
51:2237(2)	Authorizes parishes and municipalities to create a human rights commission to safeguard from discrimination	Yes	
51:2247	Denial of full and equal enjoyment of a place of public accommodation, resort, or amusement	Yes	
51:2248	Certain advertising about discrimination by a public accommodation	Yes	age, sex
51:2254(1) and (2)	Granting, withholding, extending, modifying, or renewing of rates, terms, conditions, privileges, or other provisions of financial assistance or in the extension of services in connection therewith	Yes	(1) age (2) age, sex

Citation R.S.	Provisions about discrimination related to	Adds sexual orientation & gender identity or expression as discrimination criteria	Other criteria added
51:2255(A) (introductory paragraph)	Practices in credit transactions	Yes	age
51:2602(A)	Legislative finding about competing for available housing without discrimination	Yes	age
51:2606(A)(1) through (5)	Sale or rental of housing	Yes	age
51:2607(A) and (C)	Residential real estate related transactions	Yes	age
51:2608	Access or terms of access to or membership or participation in any multiple-listing service, real estate brokers' organization or other service, organization, or facility relating to the business of selling or renting dwellings	Yes	age

Proposed law (R.S. 23:302(9) & (10)) add definitions of "sexual orientation" and "gender identity or expression" for purposes of the Louisiana Employment Discrimination Law and provisions for unlawful discrimination in employment. Defines "sexual orientation" as an individual's actual or perceived heterosexuality, homosexuality, or bisexuality. Defines "gender identity or expression" as a gender-related identity, appearance, expression, or behavior of a person, regardless of the person's assigned sex at birth.

Present law (R.S. 12:1041(A)) authorizes the attorney general to institute civil proceedings to annul, vacate, or forfeit the articles of incorporation and franchise of a domestic corporation, or to revoke the certificate of authority to transact business in this state of a foreign corporation when:

- (1) A corporation officer or person controlling corporate management or operation, with the knowledge of the president and a majority of the board of directors or under circumstances such that they should have knowledge, is engaged in any unlawful activity aimed at organized homosexuality, organized crimes against nature, organized prostitution, organized gambling, organized narcotics, organized extortion or organized embezzlement; or
- (2) A director, officer, employee, agent, or stockholder acting for such corporation has, in conducting the corporation's affairs, purposely engaged in any unlawful activity aimed at homosexuality, crimes against nature, intimidation and coercion, bribery, prostitution, gambling, extortion, embezzlement, unlawful sale of narcotics or other illegal conduct, with the knowledge of the president and majority of the board of directors or under such circumstances that they should have knowledge, with the intent to compel or induce other persons, firms, or corporations to deal with such corporation or engage in such illegal conduct; and

- (3) For the prevention of future illegal conduct of the same character, the public interest requires the corporation charter to be annulled, vacated, or forfeited and the corporation to be dissolved or the certificate of authority to transact business in the state revoked.

Proposed law retains present law except removes references to homosexuality.

Proposed law changes "handicap" to "disability" in a number of provisions.

Effective August 1, 2014.

(Amends R.S. 4:193(B), R.S. 9:3583, R.S. 12:1041(A), R.S. 14:107.2(A) and 326(C), R.S. 15:1204.2(B)(4) and 1402(A), R.S. 17:111, 158(F), 1676(D), 2053(D)(3), 3402(A), and 3991(B)(3), R.S. 22:1452(C)(25), 1454(A), and 1964(7)(f), R.S. 23:332 and 2043(B)(1), R.S. 27:27.2(B) and 27.4, R.S. 37:1025(B), 1107(C), 1360.23(I), 1437(D), 1455(A)(28), 2654(C)(1), 2719, 3425(C), and 3447(C), R.S. 38:2315, R.S. 39:1411, R.S. 40:1232(C), 2113.4(A), 2113.6(A)(1) and (B), 2120.35(B)(5), 2125(B), 2403(H)(1), and 2504, R.S. 46:437.11(A), 1104, 1134, 1154, 1407(B)(1)(e)(intro. para.) and (F), 1995, and 2205, R.S. 47:37(C) and 287.755(C), R.S. 48:274.1(C), R.S. 49:145 and 146(A)(1), and R.S. 51:2231(A), 2232(3), 2235(16)(a), 2236(A), 2237(2), 2247, 2248, 2254(1) and (2), 2255(A) (intro. para.), 2602(A), 2606(A)(1) through (5), 2607(A) and (C), and 2608; Adds R.S. 23:302(9) and (10))