
DIGEST

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HB 302 Original

2019 Regular Session

Bouie

Abstract: Provides requirements for discrimination in employment and creates the Louisiana Employment Non-Discrimination Act.

Present law provides definitions for employee, employer, employment agency, genetic monitoring, genetic services, genetic test, labor organization, and protected genetic information.

Proposed law retains present law and adds definitions for sexual orientation and gender identity.

Present law provides that it shall be unlawful discrimination in employment if the employer discriminates against the individual based on race, color, religion, sex, or national origin.

Proposed law retains present law and adds that discrimination against an individual shall include age, sexual orientation, and gender identity.

Present law provides that application for licensure shall not be denied based on race, religion, creed, national origin, sex, or physical impairment.

Proposed law retains present law to add no application for licensure shall be denied for age, sexual orientation, gender identity, or disability.

Proposed law provides that no provision of present law or proposed law regarding intentional discrimination in employment shall be interpreted to infringe upon the freedom of expression, association, or the free exercise of religion.

Proposed law exempts religious corporations, associations, educational institutions or in situations of learning or society that employs an individual of a particular religion to perform work connected to a religious activity.

Proposed law provides that proposed law shall be called the "Louisiana Employment Non-Discrimination Act" or "LENDA".

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