



Proposed law allows an employer to apply different standards of compensation or different terms, conditions, or privileges of employment pursuant to seniority or a merit system, or a system which measures earnings by quantity or quality of production, or to employees who work in different locations, provided that the differences are not a result of an intention to discriminate.

Proposed law provides that it is not discrimination for an employer to give a professionally developed ability test if the test is not used to discriminate.

Proposed law further provides that it is not unlawful for an employer to specify a dress code, provided it is consistent with the employee's gender identity.

Provides that proposed law does not apply to a corporation, association educational institution or institution of learning, or society that is exempt from the religious discrimination provisions of the Civil Rights Act.

Proposed law (R.S. 39:1553.1 and 2183) provides for equal employment opportunities in the selection of persons for public contracts and procurement contracts.

Proposed law prohibits discrimination against any person because of race, religion, national origin, age, sex, sexual orientation, gender identity, gender expression, or disability, in awarding public contracts or procurement contracts.

Proposed law requires that every contract, invitation to bid, request for proposal, or bidding document include a statement advising that the contractor shall not discriminate when he renders services to or in the employment of individuals to perform the work, or provide materials, supplies, or services pursuant to the contract, who are members of the category of individuals listed in proposed law.

Proposed law is not intended to nullify or supercede any preference in law for veterans of the military or military service men and women.

Proposed law is not intended to nullify or supercede any minimum requirement related to education, licensure, or other vocational standards.

Present law (R.S. 38:2315) requires that every person be guaranteed equal opportunity in the selection of persons for professional services.

Present law provides that a selection for professional services shall not discriminate against anyone based on race, religion, national ancestry, age, sex, or physical condition.

Proposed law changes "national ancestry" to "national origin" and "physical condition" to "disability".

Proposed law adds sexual orientation, gender identity, and gender expression to the list of prohibited discriminatory classifications.

Present law (R.S. 51:2231) provides that the Louisiana Commission on Human Rights has enforcement powers over certain discrimination statutes.

Present law adds proposed law (R.S. 23:335) to the statutes over which the Louisiana Commission on Human Rights has enforcement authority.

Present law provides that the Louisiana Commission on Human Rights may study and report on problems of discrimination because of race, creed, color, religion, sex, age, disability, or national origin.

Proposed law adds sexual orientation, gender identity, and gender expression to the list of discriminatory classifications that the Louisiana Commission on Human Rights may study.

Present law (R.S. 23:2237) provides that parishes and municipalities may adopt and enforce ordinances prohibiting all forms of discrimination including race, creed, color, religion, national origin, sex, disability, or age.

Proposed law adds sexual orientation, gender identity, and gender expression to present law.

Present law (R.S. 23:2237) allows any parish, municipality, or multiple parishes or municipalities to create a local human rights commission to safeguard individuals from discrimination because of race, creed, color, religion, national origin, sex, disability, or age.

Proposed law adds sexual orientation, gender identity, and gender expression to present law.

Effective upon signature of the governor or lapse of time for gubernatorial action.

(Amends R.S. 38:2315, R.S. 51:2231(Section heading), 2235(16)(a), 2236(A), and 2237(2); adds R.S. 23:335 and R.S. 39:1553.1 and 2183)