

Regular Session, 2006

SENATE BILL NO. 347

BY SENATOR MURRAY

STATE AGENCIES. Prohibits discrimination and harassment in state government.

AN ACT

To enact R.S. 49:186, relative to prohibiting discrimination and harassment; to prohibit discrimination and harassment in state government; to provide for a certain definition; to permit certain dress and appearance requirements; and to provide for related matters.

Be it enacted by the Legislature of Louisiana:

Section 1. R.S. 49:186 is hereby enacted to read as follows:

§186. Prohibition of discrimination or harassment

A. No agencies, departments, offices, commissions, boards, entities, or elected officials of the state of Louisiana shall harass or discriminate on the basis of race, color, religion, sex, sexual orientation, national origin, political affiliation, or disabilities against any individual in the provision of any service or benefit by such agencies, departments, offices, commissions, boards, or entities.

B. No agencies, departments, offices, commissions, boards, entities, or elected officials of the state of Louisiana shall harass or discriminate on the basis of race, color, religion, sex, sexual orientation, national origin, political

1 affiliation, or disabilities against any individual in any manner pertaining to
2 employment by the state including but not limited to hiring, promotion, tenure,
3 recruitment, or compensation.

4 C. For the purposes of this Section, "sexual orientation" shall be defined
5 as being or being perceived as a heterosexual, homosexual, or bisexual.

6 D. Nothing in this Section shall be construed to prohibit any state
7 agency, department, office, commission, board, or entity from establishing
8 appropriate dress and appearance requirements for its employees.

9 E. Nothing in this Section shall be construed to apply to any parish or
10 municipal governing body.

The original instrument was prepared by Rene Marshall-Williams. The following digest, which does not constitute a part of the legislative instrument, was prepared by Cheryl Cooper.

DIGEST

Murray (SB 347)

Proposed law prohibits that no state agencies, departments, offices, commissions, boards, entities, or elected officials from harassing or discriminating on the basis of race, color, religion, sex, sexual orientation, national origin, political affiliation, or disabilities against any individual in the provision of any service or benefit by such agencies, departments, offices, commissions, boards, or entities, or manner pertaining to employment by the state.

Proposed law defines sexual orientation as being or being perceived as a heterosexual, homosexual or bisexual.

Proposed law does not prohibit the establishment of dress and appearance requirements for employees.

Proposed law excludes application of proposed law to any parish or municipal governing body.

(Adds R.S. 49:186)

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Labor and Industrial Relations to the original bill.

1. Excludes application of proposed law to any parish or municipal governing body.