

1 HB657
2 169031-1
3 By Representative Ball
4 RFD: Judiciary
5 First Read: 12-MAY-15

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8 SYNOPSIS: This bill would prohibit state employers
9 from discriminating against any person on the basis
10 of his or her race, color, religion, national
11 origin, ethnicity, sex, disability, age, or any
12 other trait or characteristic, whether immutable or
13 otherwise, that is unrelated to his or her
14 employment or ability to perform job-related tasks.

15
16 A BILL
17 TO BE ENTITLED
18 AN ACT

19
20 Relating to employment discrimination; to prohibit
21 state employers from discriminating against any person on the
22 basis of his or her race, color, religion, national origin,
23 ethnicity, sex, disability, age, or any other trait or
24 characteristic, whether immutable or otherwise, that is
25 unrelated to his or her employment or ability to perform
26 job-related tasks.

27 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

1 Section 1. The Legislature acknowledges that Alabama
2 is a diverse state with people of many different faiths,
3 races, ages, interests, and passions. The beliefs of the
4 state's citizens are strong and sincerely held, and the
5 Legislature celebrates those beliefs, in particular the very
6 deeply felt religious convictions of many of our people. The
7 state and its residents are also a kind people, with a deep
8 sense of fairness and justice. It is this sense of justice
9 that requires the acknowledgement that, while there are many
10 beliefs and practices that we may, as individuals, disagree
11 with, it is nevertheless improper to use those beliefs as
12 grounds for discriminating against others in public employment
13 when our differences are unrelated to employment or a person's
14 ability to perform job-related tasks and duties.

15 Section 2. (a) It is an unlawful employment practice
16 to discriminate in the hiring, promotion, discipline, or
17 termination of any state employee or prospective state
18 employee on the basis of his or her race, color, religion,
19 national origin, ethnicity, sex, disability, age, or any other
20 trait or characteristic, whether immutable or otherwise, that
21 is unrelated to his or her employment or ability to perform
22 job-related tasks.

23 (b) An employee or prospective employee who has been
24 discriminated against in violation of this section shall have
25 the right to file a complaint with the State Personnel
26 Department. The State Personnel Department may adopt rules in

1 accordance with the Administrative Procedure Act to implement
2 this section.

3 Section 3. This act shall become effective on the
4 first day of the third month following its passage and
5 approval by the Governor, or its otherwise becoming law.