

1 HB26  
2 127406-1  
3 By Representative Todd  
4 RFD: Judiciary  
5 First Read: 07-FEB-12  
6 PFD: 12/01/2011

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8 SYNOPSIS: This bill would prohibit employment  
9 discrimination against state employees and teachers  
10 based on gender identity or sexual orientation.  
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12 A BILL  
13 TO BE ENTITLED  
14 AN ACT  
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16 To prohibit discrimination against state employees  
17 and teachers in hiring practices.

18 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

19 Section 1. For purposes of this act, the following  
20 terms shall have the following meanings:

21 (1) GENDER IDENTITY OR EXPRESSION. A person's  
22 gender-related self-identity, appearance, expression, or  
23 behavior, regardless of the person's assigned sex at birth.

24 (2) SEXUAL ORIENTATION. A person's real or perceived  
25 heterosexuality, homosexuality, or bisexuality.

26 Section 2. It shall be an unlawful discriminatory  
27 practice for the State of Alabama in hiring state employees

1 and teachers to fail or refuse to procure, refer, recruit, or  
2 place for employment, or otherwise discriminate against, an  
3 individual because of his or her sexual orientation or gender  
4 identity or expression, or classify or refer for employment an  
5 individual on the basis of sexual orientation or gender  
6 identity or expression.

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