

1 SB141
2 180882-1
3 By Senator Singleton
4 RFD: Governmental Affairs
5 First Read: 09-FEB-17

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8 SYNOPSIS: This bill would prohibit discrimination
9 against a certain state employee or a prospective
10 state employee on the basis of his or her race,
11 color, religion, national origin, ethnicity, sex,
12 sexual orientation, gender identity or expression,
13 disability, or age.

14 This bill would also provide that a
15 violation of this act does not authorize a state
16 employee or prospective state employee to pursue a
17 private cause of action against the state or any
18 state employee.

19
20 A BILL
21 TO BE ENTITLED
22 AN ACT
23

24 Relating to employment discrimination; to prohibit
25 discrimination against a certain state employee or a
26 prospective state employee on the basis of his or her race,
27 color, religion, national origin, ethnicity, sex, sexual

1 orientation, gender identity or expression, disability, or
2 age; and to provide that a violation of this act does not
3 authorize a state employee or prospective state employee to
4 pursue a private cause of action against the state or any
5 state employee.

6 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

21 Section 2. (a) It is an unlawful employment practice
22 to discriminate in the hiring, promotion, discipline, or
23 termination of any state employee or prospective state
24 employee on the basis of his or her race, color, religion,
25 national origin, ethnicity, sex, sexual orientation, gender
26 identity or expression, disability, or age.

1 (b) A state employee or prospective state employee
2 who has been discriminated against in violation of this
3 section shall have the right to file a complaint with the
4 State Personnel Department. The State Personnel Department may
5 adopt rules in accordance with the Administrative Procedure
6 Act to implement this section.

7 (c) Nothing in this section shall be construed to
8 authorize a state employee or a prospective state employee to
9 pursue a private cause of action or to subject the state or
10 any state employee to any civil damages, penalties, or other
11 liability due to a violation of this section.

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