

1 SB482  
2 169590-1  
3 By Senator Marsh  
4 RFD: Governmental Affairs  
5 First Read: 19-MAY-15

8 SYNOPSIS: This bill would prohibit discrimination  
9 against any state employee or prospective state  
10 employee on the basis of his or her race, color,  
11 religion, national origin, ethnicity, sex, sexual  
12 orientation, gender identity or expression,  
13 disability, or age.  
14

15 A BILL  
16 TO BE ENTITLED  
17 AN ACT  
18

19 Relating to employment discrimination; to prohibit  
20 discrimination against any state employee or prospective state  
21 employee on the basis of his or her race, color, religion,  
22 national origin, ethnicity, sex, sexual orientation, gender  
23 identity or expression, disability, or age.

24 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

25 Section 1. The Legislature acknowledges that Alabama  
26 is a diverse state with people of many different faiths,  
27 races, ages, interests, and passions. The beliefs of the

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

12 Section 2. (a) It is an unlawful employment practice  
13 to discriminate in the hiring, promotion, discipline, or  
14 termination of any state employee or prospective state  
15 employee on the basis of his or her race, color, religion,  
16 national origin, ethnicity, sex, sexual orientation, gender  
17 identity or expression, disability, or age.

18 (b) An employee or prospective employee who has been  
19 discriminated against in violation of this section shall have  
20 the right to file a complaint with the State Personnel  
21 Department. The State Personnel Department may adopt rules in  
22 accordance with the Administrative Procedure Act to implement  
23 this section.

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