

1 HB273  
2 127406-1  
3 By Representative Todd  
4 RFD: Judiciary  
5 First Read: 22-MAR-11

SYNOPSIS: This bill would prohibit employment discrimination against state employees and teachers based on gender identity or sexual orientation.

A BILL  
TO BE ENTITLED  
AN ACT

To prohibit discrimination against state employees and teachers in hiring practices.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

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

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

Section 2. It shall be an unlawful discriminatory 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.