

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2245 Session of  
2010

INTRODUCED BY CARROLL AND JOSEPHS, FEBRUARY 4, 2010

REFERRED TO COMMITTEE ON STATE GOVERNMENT, FEBRUARY 4, 2010

AN ACT

1 Amending the act of October 27, 1955 (P.L.744, No.222),  
2 entitled, as amended, "An act prohibiting certain practices  
3 of discrimination because of race, color, religious creed,  
4 ancestry, age or national origin by employers, employment  
5 agencies, labor organizations and others as herein defined;  
6 creating the Pennsylvania Human Relations Commission in the  
7 Governor's Office; defining its functions, powers and duties;  
8 providing for procedure and enforcement; providing for  
9 formulation of an educational program to prevent prejudice;  
10 providing for judicial review and enforcement and imposing  
11 penalties," further providing for findings and declaration of  
12 policy and for right to freedom from discrimination in  
13 housing and public accommodation; defining "marital status";  
14 and further providing for unlawful discriminatory practices.

15 The General Assembly of the Commonwealth of Pennsylvania  
16 hereby enacts as follows:

17 Section 1. Sections 2 and 3 of the act of October 27, 1955  
18 (P.L.744, No.222), known as the Pennsylvania Human Relations  
19 Act, amended December 20, 1991 (P.L.414, No.51), are amended to  
20 read:

21 Section 2. Findings and Declaration of Policy.--

22 (a) The practice or policy of discrimination against  
23 individuals or groups by reason of their race, color, familial  
24 status, marital status, religious creed, ancestry, age, sex,

1 national origin, handicap or disability, use of guide or support  
2 animals because of the blindness, deafness or physical handicap  
3 of the user or because the user is a handler or trainer of  
4 support or guide animals is a matter of concern of the  
5 Commonwealth. Such discrimination foments domestic strife and  
6 unrest, threatens the rights and privileges of the inhabitants  
7 of the Commonwealth, and undermines the foundations of a free  
8 democratic state. The denial of equal employment, housing and  
9 public accommodation opportunities because of such  
10 discrimination, and the consequent failure to utilize the  
11 productive capacities of individuals to their fullest extent,  
12 deprives large segments of the population of the Commonwealth of  
13 earnings necessary to maintain decent standards of living,  
14 necessitates their resort to public relief and intensifies group  
15 conflicts, thereby resulting in grave injury to the public  
16 health and welfare, compels many individuals to live in  
17 dwellings which are substandard, unhealthful and overcrowded,  
18 resulting in racial segregation in public schools and other  
19 community facilities, juvenile delinquency and other evils,  
20 thereby threatening the peace, health, safety and general  
21 welfare of the Commonwealth and its inhabitants.

22 (b) It is hereby declared to be the public policy of this  
23 Commonwealth to foster the employment of all individuals in  
24 accordance with their fullest capacities regardless of their  
25 race, color, religious creed, familial status, marital status,  
26 ancestry, age, sex, national origin, handicap or disability, use  
27 of guide or support animals because of the blindness, deafness  
28 or physical handicap of the user or because the user is a  
29 handler or trainer of support or guide animals, and to safeguard  
30 their right to obtain and hold employment without such

1 discrimination, to assure equal opportunities to all individuals  
2 and to safeguard their rights to public accommodation and to  
3 secure housing accommodation and commercial property regardless  
4 of race, color, familial status, marital status, religious  
5 creed, ancestry, age, sex, national origin, handicap or  
6 disability, use of guide or support animals because of blindness  
7 or deafness of the user or because the user is a handler or  
8 trainer of guide or support animals.

9 (c) This act shall be deemed an exercise of the police power  
10 of the Commonwealth for the protection of the public welfare,  
11 prosperity, health and peace of the people of the Commonwealth  
12 of Pennsylvania.

13 Section 3. Right to Freedom from Discrimination in  
14 Employment, Housing and Public Accommodation.--The opportunity  
15 for an individual to obtain employment for which he is  
16 qualified, and to obtain all the accommodations, advantages,  
17 facilities and privileges of any public accommodation and of any  
18 housing accommodation and commercial property without  
19 discrimination because of race, color, familial status, marital  
20 status, religious creed, ancestry, handicap or disability, age,  
21 sex, national origin, the use of a guide or support animal  
22 because of the blindness, deafness or physical handicap of the  
23 user or because the user is a handler or trainer of support or  
24 guide animals is hereby recognized as and declared to be a civil  
25 right which shall be enforceable as set forth in this act.

26 Section 2. Section 4 of the act is amended by adding a  
27 definition to read:

28 Section 4. Definitions.--As used in this act unless a  
29 different meaning clearly appears from the context:

30 \* \* \*

1     (bb) The term "marital status" means whether a person is  
2     single, married, divorced, separated or widowed.

3     Section 3. Section 5(a), (b), (c), (f) and (g) of the act,  
4     amended December 20, 1991 (P.L.414, No.51), are amended to read:

5     Section 5. Unlawful Discriminatory Practices.--It shall be  
6     an unlawful discriminatory practice, unless based upon a bona  
7     fide occupational qualification, or in the case of a fraternal  
8     corporation or association, unless based upon membership in such  
9     association or corporation, or except where based upon  
10    applicable security regulations established by the United States  
11    or the Commonwealth of Pennsylvania:

12    (a) For any employer because of the race, color, religious  
13    creed, ancestry, familial status, marital status, age, sex,  
14    national origin or non-job related handicap or disability or the  
15    use of a guide or support animal because of the blindness,  
16    deafness or physical handicap of any individual or independent  
17    contractor, to refuse to hire or employ or contract with, or to  
18    bar or to discharge from employment such individual or  
19    independent contractor, or to otherwise discriminate against  
20    such individual or independent contractor with respect to  
21    compensation, hire, tenure, terms, conditions or privileges of  
22    employment or contract, if the individual or independent  
23    contractor is the best able and most competent to perform the  
24    services required. The provision of this paragraph shall not  
25    apply, to (1) operation of the terms or conditions of any bona  
26    fide retirement or pension plan which have the effect of a  
27    minimum service requirement, (2) operation of the terms or  
28    conditions of any bona fide group or employee insurance plan, (3)  
29    age limitations placed upon entry into bona fide apprenticeship  
30    programs of two years or more approved by the State

1 Apprenticeship and Training Council of the Department of Labor  
2 and Industry, established by the act of July 14, 1961 (P.L.604,  
3 No.304), known as "The Apprenticeship and Training Act."  
4 Notwithstanding any provision of this clause, it shall not be an  
5 unlawful employment practice for a religious corporation or  
6 association to hire or employ on the basis of sex in those  
7 certain instances where sex is a bona fide occupational  
8 qualification because of the religious beliefs, practices, or  
9 observances of the corporation, or association.

10 (b) For any employer, employment agency or labor  
11 organization, prior to the employment, contracting with an  
12 independent contractor or admission to membership, to:

13 (1) Elicit any information or make or keep a record of or  
14 use any form of application or application blank containing  
15 questions or entries concerning the race, color, religious  
16 creed, ancestry, age, familial status, marital status, sex,  
17 national origin, past handicap or disability or the use of a  
18 guide or support animal because of the blindness, deafness or  
19 physical handicap of any applicant for employment or membership.  
20 Prior to an offer of employment, an employer may not inquire as  
21 to whether an individual has a handicap or disability or as to  
22 the severity of such handicap or disability. An employer may  
23 inquire as to the individual's ability to perform the essential  
24 functions of the employment.

25 (2) Print or publish or cause to be printed or published any  
26 notice or advertisement relating to employment or membership  
27 indicating any preference, limitation, specification or  
28 discrimination based upon race, color, religious creed,  
29 ancestry, age, familial status, marital status, sex, national  
30 origin, non-job related handicap or disability or the use of a

1 guide or support animal because of the blindness, deafness or  
2 physical handicap of the user.

3 (3) Deny or limit, through a quota system, employment or  
4 membership because of race, color, religious creed, ancestry,  
5 age, familial status, marital status, sex, national origin, non-  
6 job related handicap or disability, the use of a guide or  
7 support animal because of the blindness, deafness or physical  
8 handicap of the user or place of birth.

9 (4) Substantially confine or limit recruitment or hiring of  
10 individuals, with intent to circumvent the spirit and purpose of  
11 this act, to any employment agency, employment service, labor  
12 organization, training school or training center or any other  
13 employe-referring source which services individuals who are  
14 predominantly of the same race, color, religious creed,  
15 ancestry, age, familial status, marital status, sex, national  
16 origin or non-job related handicap or disability.

17 (5) Deny employment because of a prior handicap or  
18 disability.

19 Nothing in clause (b) of this section shall bar any  
20 institution or organization for handicapped or disabled persons  
21 from limiting or giving preference in employment or membership  
22 to handicapped or disabled persons.

23 (c) For any labor organization because of the race, color,  
24 religious creed, ancestry, age, familial status, marital status,  
25 sex, national origin, non-job related handicap or disability or  
26 the use of a guide or support animal because of the blindness,  
27 deafness or physical handicap of any individual to deny full and  
28 equal membership rights to any individual or otherwise to  
29 discriminate against such individuals with respect to hire,  
30 tenure, terms, conditions or privileges of employment or any

1 other matter, directly or indirectly, related to employment.

2 \* \* \*

3 (f) For any employment agency to fail or refuse to classify  
4 properly, refer for employment or otherwise to discriminate  
5 against any individual because of his race, color, religious  
6 creed, ancestry, age, sex, familial status, marital status,  
7 national origin, non-job related handicap or disability or the  
8 use of a guide or support animal because of the blindness,  
9 deafness or physical handicap of the user.

10 (g) For any individual seeking employment to publish or  
11 cause to be published any advertisement which in any manner  
12 expresses a limitation or preference as to the race, color,  
13 religious creed, ancestry, age, sex, familial status, marital  
14 status, national origin, non-job related handicap or disability  
15 or the use of a guide or support animal because of the  
16 blindness, deafness or physical handicap of any prospective  
17 employer.

18 \* \* \*

19 Section 4. This act shall take effect in 60 days.