
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 38 Session of
2017

INTRODUCED BY SACCONI, KNOWLES, METZGAR, BARRAR, KAUFFMAN,
GROVE, COX, MILLARD, MCGINNIS, READSHAW, WHEELAND, ZIMMERMAN,
TALLMAN, WARD AND GABLER, JANUARY 23, 2017

REFERRED TO COMMITTEE ON STATE GOVERNMENT, JANUARY 23, 2017

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 title of act, for findings
12 and declaration of policy, for right to freedom from
13 discrimination in employment, housing and public
14 accommodation, for definitions, for unlawful discriminatory
15 practices and for prohibition of certain real estate
16 practices; providing for limited exceptions for employers;
17 and further providing for powers and duties of the
18 commission, for educational program and for construction and
19 exclusiveness of remedy.

20 The General Assembly of the Commonwealth of Pennsylvania
21 hereby enacts as follows:

22 Section 1. The title and sections 2 and 3 of the act of
23 October 27, 1955 (P.L.744, No.222), known as the Pennsylvania
24 Human Relations Act, are amended to read:

25 AN ACT

26 Prohibiting certain practices of discrimination because of race,

1 color, religious creed, ancestry, exercise of self-defense
2 rights, age or national origin by employers, employment
3 agencies, labor organizations and others as herein defined;
4 creating the Pennsylvania Human Relations Commission in the
5 Governor's Office; defining its functions, powers and duties;
6 providing for procedure and enforcement; providing for
7 formulation of an educational program to prevent prejudice;
8 providing for judicial review and enforcement and imposing
9 penalties.

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

11 (a) The practice or policy of discrimination against
12 individuals or groups by reason of their race, color, familial
13 status, religious creed, ancestry, exercise of self-defense
14 rights, age, sex, national origin, handicap or disability, use
15 of guide or support animals because of the blindness, deafness
16 or physical handicap of the user or because the user is a
17 handler or trainer of support or guide animals is a matter of
18 concern of the Commonwealth. Such discrimination foments
19 domestic strife and unrest, threatens the rights and privileges
20 of the inhabitants of the Commonwealth, and undermines the
21 foundations of a free democratic state. The denial of equal
22 employment, housing and public accommodation opportunities
23 because of such discrimination, and the consequent failure to
24 utilize the productive capacities of individuals to their
25 fullest extent, deprives large segments of the population of the
26 Commonwealth of earnings necessary to maintain decent standards
27 of living, necessitates their resort to public relief and
28 intensifies group conflicts, thereby resulting in grave injury
29 to the public health and welfare, compels many individuals to
30 live in dwellings which are substandard, unhealthful and

1 overcrowded, resulting in racial segregation in public schools
2 and other community facilities, juvenile delinquency and other
3 evils, thereby threatening the peace, health, safety and general
4 welfare of the Commonwealth and its inhabitants.

5 (b) It is hereby declared to be the public policy of this
6 Commonwealth to foster the employment of all individuals in
7 accordance with their fullest capacities regardless of their
8 race, color, religious creed, ancestry, exercise of self-defense
9 rights, age, sex, national origin, handicap or disability, use
10 of guide or support animals because of the blindness, deafness
11 or physical handicap of the user or because the user is a
12 handler or trainer of support or guide animals, and to safeguard
13 their right to obtain and hold employment without such
14 discrimination, to assure equal opportunities to all individuals
15 and to safeguard their rights to public accommodation and to
16 secure housing accommodation and commercial property regardless
17 of race, color, familial status, religious creed, ancestry,
18 exercise of self-defense rights, age, sex, national origin,
19 handicap or disability, use of guide or support animals because
20 of blindness or deafness of the user or because the user is a
21 handler or trainer of guide or support animals.

22 (c) This act shall be deemed an exercise of the police power
23 of the Commonwealth for the protection of the public welfare,
24 prosperity, health and peace of the people of the Commonwealth
25 of Pennsylvania.

26 Section 3. Right to Freedom from Discrimination in
27 Employment, Housing and Public Accommodation.--The opportunity
28 for an individual to obtain employment for which he is
29 qualified, and to obtain all the accommodations, advantages,
30 facilities and privileges of any public accommodation and of any

1 housing accommodation and commercial property without
2 discrimination because of race, color, familial status,
3 religious creed, ancestry, exercise of self-defense rights,
4 handicap or disability, age, sex, national origin, the use of a
5 guide or support animal because of the blindness, deafness or
6 physical handicap of the user or because the user is a handler
7 or trainer of support or guide animals is hereby recognized as
8 and declared to be a civil right which shall be enforceable as
9 set forth in this act.

10 Section 2. Section 4(b) of the act is amended and the
11 section is amended by adding subsections to read:

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

14 * * *

15 (b) The term "employer" includes the Commonwealth or any
16 political subdivision or board, department, commission or school
17 district thereof and any person employing four or more persons
18 within the Commonwealth, but except as hereinafter provided,
19 does not include religious, fraternal, charitable or sectarian
20 corporations or associations, except such corporations or
21 associations supported, in whole or in part, by governmental
22 appropriations. The term "employer" with respect to
23 discriminatory practices based on race, color, age, sex,
24 national origin, exercise of self-defense rights or non-job
25 related handicap or disability, includes religious, fraternal,
26 charitable and sectarian corporations and associations employing
27 four or more persons within the Commonwealth.

28 * * *

29 (bb) Except as provided herein, the term "exercise of self-
30 defense rights" means, pursuant to section 21 of Article I of

1 the Constitution of Pennsylvania and the Second Amendment of the
2 Constitution of the United States, unless expressly prohibited
3 by 18 Pa.C.S. Ch. 61 (relating to firearms and other dangerous
4 articles) or any other law of this Commonwealth, any of the
5 following:

6 (1) The lawful ownership, use, possession or transportation
7 of a firearm.

8 (2) The lawful carrying of a firearm under 18 Pa.C.S. §
9 6106(b) (relating to firearms not to be carried without a
10 license) or 6109 (relating to licenses).

11 (3) The lawful storage of a firearm in a dwelling, residence
12 or personal vehicle.

13 (4) The lawful transfer of a firearm.

14 (cc) The term "firearm" shall mean any weapon which is
15 designed to or may readily be converted to expel any projectile
16 by the action of an explosive or the frame or receiver of a
17 weapon. The term shall include a scope, sight, bipod, sling,
18 light, magazine, clip, ammunition or other firearm accessory
19 attached to or intended to be used in conjunction with a
20 firearm.

21 Section 3. Sections 5(a), (b), (c), (f), (g), (h)(1), (2),
22 (3), (4), (5), (6) and (8) and (i)(1) and (2) and 5.3 of the act
23 are amended to read:

24 Section 5. Unlawful Discriminatory Practices.--It shall be
25 an unlawful discriminatory practice, unless based upon a bona
26 fide occupational qualification, or in the case of a fraternal
27 corporation or association, unless based upon membership in such
28 association or corporation, or except where based upon
29 applicable security regulations established by the United States
30 or the Commonwealth of Pennsylvania:

1 (a) For any employer because of the race, color, religious
2 creed, ancestry, exercise of self-defense rights, age, sex,
3 national origin or non-job related handicap or disability or the
4 use of a guide or support animal because of the blindness,
5 deafness or physical handicap of any individual or independent
6 contractor, to refuse to hire or employ or contract with, or to
7 bar or to discharge from employment such individual or
8 independent contractor, or to otherwise discriminate against
9 such individual or independent contractor with respect to
10 compensation, hire, tenure, terms, conditions or privileges of
11 employment or contract, if the individual or independent
12 contractor is the best able and most competent to perform the
13 services required. The provision of this paragraph shall not
14 apply, to (1) operation of the terms or conditions of any bona
15 fide retirement or pension plan which have the effect of a
16 minimum service requirement, (2) operation of the terms or
17 conditions of any bona fide group or employe insurance plan, (3)
18 age limitations placed upon entry into bona fide apprenticeship
19 programs of two years or more approved by the State
20 Apprenticeship and Training Council of the Department of Labor
21 and Industry, established by the act of July 14, 1961 (P.L.604,
22 No.304), known as "The Apprenticeship and Training Act."
23 Notwithstanding any provision of this clause, it shall not be an
24 unlawful employment practice for a religious corporation or
25 association to hire or employ on the basis of sex in those
26 certain instances where sex is a bona fide occupational
27 qualification because of the religious beliefs, practices, or
28 observances of the corporation, or association.

29 (b) For any employer, employment agency or labor
30 organization, prior to the employment, contracting with an

1 independent contractor or admission to membership, to:

2 (1) Elicit any information or make or keep a record of or
3 use any form of application or application blank containing
4 questions or entries concerning the race, color, religious
5 creed, ancestry, exercise of self-defense rights, age, sex,
6 national origin, past handicap or disability or the use of a
7 guide or support animal because of the blindness, deafness or
8 physical handicap of any applicant for employment or membership.
9 Prior to an offer of employment, an employer may not inquire as
10 to whether an individual has a handicap or disability or as to
11 the severity of such handicap or disability. An employer may
12 inquire as to the individual's ability to perform the essential
13 functions of the employment.

14 (2) Print or publish or cause to be printed or published any
15 notice or advertisement relating to employment or membership
16 indicating any preference, limitation, specification or
17 discrimination based upon race, color, religious creed,
18 ancestry, exercise of self-defense rights, age, sex, national
19 origin, non-job related handicap or disability or the use of a
20 guide or support animal because of the blindness, deafness or
21 physical handicap of the user.

22 (3) Deny or limit, through a quota system, employment or
23 membership because of race, color, religious creed, ancestry,
24 exercise of self-defense rights, age, sex, national origin, non-
25 job related handicap or disability, the use of a guide or
26 support animal because of the blindness, deafness or physical
27 handicap of the user or place of birth.

28 (4) Substantially confine or limit recruitment or hiring of
29 individuals, with intent to circumvent the spirit and purpose of
30 this act, to any employment agency, employment service, labor

1 organization, training school or training center or any other
2 employe-referring source which services individuals who are
3 predominantly of the same race, color, religious creed,
4 ancestry, age, sex, national origin or non-job related handicap
5 or disability or which discriminates on the basis of the
6 exercise of self-defense rights.

7 (5) Deny employment because of a prior handicap or
8 disability.

9 Nothing in clause (b) of this section shall bar any
10 institution or organization for handicapped or disabled persons
11 from limiting or giving preference in employment or membership
12 to handicapped or disabled persons.

13 (c) For any labor organization because of the race, color,
14 religious creed, ancestry, exercise of self-defense rights, age,
15 sex, national origin, non-job related handicap or disability or
16 the use of a guide or support animal because of the blindness,
17 deafness or physical handicap of any individual to deny full and
18 equal membership rights to any individual or otherwise to
19 discriminate against such individuals with respect to hire,
20 tenure, terms, conditions or privileges of employment or any
21 other matter, directly or indirectly, related to employment.

22 * * *

23 (f) For any employment agency to fail or refuse to classify
24 properly, refer for employment or otherwise to discriminate
25 against any individual because of his race, color, religious
26 creed, ancestry, exercise of self-defense rights, age, sex,
27 national origin, non-job related handicap or disability or the
28 use of a guide or support animal because of the blindness,
29 deafness or physical handicap of the user.

30 (g) For any individual seeking employment to publish or

1 cause to be published any advertisement which in any manner
2 expresses a limitation or preference as to the race, color,
3 religious creed, ancestry, exercise of self-defense rights, age,
4 sex, national origin, non-job related handicap or disability or
5 the use of a guide or support animal because of the blindness,
6 deafness or physical handicap of any prospective employer.

7 (h) For any person to:

8 (1) Refuse to sell, lease, finance or otherwise to deny or
9 withhold any housing accommodation or commercial property from
10 any person because of the race, color, familial status, age,
11 religious creed, ancestry, exercise of self-defense rights, sex,
12 national origin or handicap or disability of any person,
13 prospective owner, occupant or user of such housing
14 accommodation or commercial property, or to refuse to lease any
15 housing accommodation or commercial property to any person due
16 to use of a guide animal because of the blindness or deafness of
17 the user, use of a support animal because of a physical handicap
18 of the user or because the user is a handler or trainer of
19 support or guide animals or because of the handicap or
20 disability of an individual with whom the person is known to
21 have a relationship or association.

22 * * *

23 (2) Refuse to lend money, whether or not secured by mortgage
24 or otherwise for the acquisition, construction, rehabilitation,
25 repair or maintenance of any housing accommodation or commercial
26 property or otherwise withhold financing of any housing
27 accommodation or commercial property from any person because of
28 the race, color, familial status, age, religious creed,
29 ancestry, exercise of self-defense rights, sex, national origin,
30 handicap or disability of any person, the use of a guide or

1 support animal because of the blindness, deafness or physical
2 handicap of the user or because the user is a handler or trainer
3 of support or guide animals or because of the handicap or
4 disability of an individual with whom the person is known to
5 have a relationship or association.

6 (3) Discriminate against any person in the terms or
7 conditions of selling or leasing any housing accommodation or
8 commercial property or in furnishing facilities, services or
9 privileges in connection with the ownership, occupancy or use of
10 any housing accommodation or commercial property because of the
11 race, color, familial status, age, religious creed, ancestry,
12 exercise of self-defense rights, sex, national origin, handicap
13 or disability of any person, the use of a guide or support
14 animal because of the blindness, deafness or physical handicap
15 of the user or because the user is a handler or trainer of
16 support or guide animals or because of the handicap or
17 disability of an individual with whom the person is known to
18 have a relationship or association.

19 * * *

20 (4) Discriminate against any person in the terms or
21 conditions of any loan of money, whether or not secured by
22 mortgage or otherwise for the acquisition, construction,
23 rehabilitation, repair or maintenance of housing accommodation
24 or commercial property because of the race, color, familial
25 status, age, religious creed, ancestry, exercise of self-defense
26 rights, sex, national origin or handicap or disability of any
27 person, the use of a guide or support animal because of the
28 blindness, deafness or physical handicap of the user or because
29 the user is a handler or trainer of guide or support animals or
30 because of the handicap or disability of an individual with whom

1 the person is known to have a relationship or association.

2 (5) Print, publish or circulate any statement or
3 advertisement: (i) relating to the sale, lease or acquisition of
4 any housing accommodation or commercial property or the loan of
5 money, whether or not secured by mortgage, or otherwise for the
6 acquisition, construction, rehabilitation, repair or maintenance
7 of any housing accommodation or commercial property which
8 indicates any preference, limitation, specification, or
9 discrimination based upon race, color, familial status, age,
10 religious creed, ancestry, exercise of self-defense rights, sex,
11 national origin, handicap or disability or because of the
12 handicap or disability of an individual with whom the person is
13 known to have a relationship or association, or (ii) relating to
14 the sale, lease or acquisition of any housing accommodation or
15 commercial property which indicates any preference, limitation,
16 specification or discrimination based upon use of a guide or
17 support animal because of the blindness, deafness or physical
18 handicap of the user or because the user is a handler or trainer
19 of support or guide animals.

20 (6) Make any inquiry, elicit any information, make or keep
21 any record or use any form of application, containing questions
22 or entries concerning race, color, familial status, age,
23 religious creed, ancestry, exercise of self-defense rights, sex,
24 national origin, handicap or disability or because of the
25 handicap or disability of an individual with whom the person is
26 known to have a relationship or association in connection with
27 the sale or lease of any housing accommodation or commercial
28 property or loan of any money, whether or not secured by
29 mortgage or otherwise for the acquisition, construction,
30 rehabilitation, repair or maintenance of any housing

1 accommodation or commercial property, or to make any inquiry,
2 elicit any information, make or keep any record or use any form
3 of application, containing questions or entries concerning the
4 use of a guide or support animal because of the blindness,
5 deafness or physical handicap of the user or because the user is
6 a handler or trainer of support or guide animals, in connection
7 with the lease of any housing accommodation or commercial
8 property.

9 * * *

10 (8) Discriminate in real estate-related transactions, as
11 described by and subject to the following:

12 (i) It shall be unlawful for any person or other entity
13 whose business includes engaging in real estate-related
14 transactions to discriminate against any person in making
15 available such a transaction or in the terms or conditions of
16 such a transaction because of race, color, religious creed,
17 ancestry, exercise of self-defense rights, national origin, sex,
18 age, handicap or disability, use of a guide or support animal
19 because of a physical handicap or because the user is a handler
20 or trainer of guide or support animals or familial status.

21 (ii) Nothing in this act prohibits a person engaged in the
22 business of furnishing appraisals of real property to take into
23 consideration factors other than race, color, religious creed,
24 ancestry, exercise of self-defense rights, national origin, sex,
25 age, handicap or disability, use of a guide or support animal
26 because of a physical handicap or because the user is a handler
27 or trainer of guide or support animals or familial status.

28 * * *

29 (i) For any person being the owner, lessee, proprietor,
30 manager, superintendent, agent or employe of any public

1 accommodation, resort or amusement to:

2 (1) Refuse, withhold from, or deny to any person because of
3 his race, color, sex, religious creed, ancestry, exercise of
4 self-defense rights, national origin or handicap or disability,
5 or to any person due to use of a guide or support animal because
6 of the blindness, deafness or physical handicap of the user or
7 because the user is a handler or trainer of support or guide
8 animals, either directly or indirectly, any of the
9 accommodations, advantages, facilities or privileges of such
10 public accommodation, resort or amusement.

11 (2) Publish, circulate, issue, display, post or mail, either
12 directly or indirectly, any written or printed communication,
13 notice or advertisement to the effect that any of the
14 accommodations, advantages, facilities and privileges of any
15 such place shall be refused, withheld from or denied to any
16 person on account of race, color, religious creed, sex,
17 ancestry, exercise of self-defense rights, national origin or
18 handicap or disability, or to any person due to use of a guide
19 or support animal because of the blindness, deafness or physical
20 handicap of the user, or because the user is a handler or
21 trainer of support or guide animals, or that the patronage or
22 custom thereof of any person, belonging to or purporting to be
23 of any particular race, color, religious creed, sex, ancestry,
24 exercise of self-defense rights, national origin or handicap or
25 disability, or to any person due to use of a guide or support
26 animal because of the blindness, deafness or physical handicap
27 of the user or because the user is a handler or trainer of
28 support or guide animals, is unwelcome, objectionable or not
29 acceptable, desired or solicited or to any person who exercises
30 self-defense rights.

1 * * *

2 Section 5.3. Prohibition of Certain Real Estate Practices.--

3 It shall be an unlawful discriminatory practice for any person
4 to:

5 (a) Induce, solicit or attempt to induce or solicit for
6 commercial profit any listing, sale or transaction involving any
7 housing accommodation or commercial property by representing
8 that such housing accommodation or commercial property is within
9 any neighborhood, community or area adjacent to any other area
10 in which there reside, or do not reside, persons of a particular
11 race, color, familial status, age, religious creed, ancestry,
12 sex, national origin, handicap or disability, or who are guide
13 or support animal dependent or who exercise self-defense rights.

14 (b) Discourage, or attempt to discourage, for commercial
15 profit, the purchase or lease of any housing accommodation or
16 commercial property by representing that such housing
17 accommodation or commercial property is within any neighborhood,
18 community or area adjacent to any other area in which there
19 reside, or may in the future reside in increased or decreased
20 numbers, persons of a particular race, color, familial status,
21 age, religious creed, ancestry, sex, national origin, handicap
22 or disability, or who are guide or support animal dependent or
23 who exercise self-defense rights.

24 (c) Misrepresent, create or distort a circumstance,
25 condition or incident for the purpose of fostering the
26 impression or belief, on the part of any owner, occupant or
27 prospective owner or occupant of any housing accommodation or
28 commercial property, that such housing accommodation or
29 commercial property is within any neighborhood, community or
30 area adjacent to any other area which would be adversely

1 impacted by the residence, or future increased or decreased
2 residence, of persons of a particular race, color, familial
3 status, age, religious creed, ancestry, sex, national origin,
4 handicap or disability, or who are guide or support animal
5 dependent or who exercise self-defense rights within such
6 neighborhood, community or area.

7 (d) In any way misrepresent or otherwise misadvertise within
8 a neighborhood or community, whether or not in writing, that any
9 housing accommodation or commercial property within such
10 neighborhood or community is available for inspection, sale,
11 lease, sublease or other transfer, in any context where such
12 misrepresentation or misadvertising would have the effect of
13 fostering an impression or belief that there has been or will be
14 an increase in real estate activity within such neighborhood or
15 community due to the residence, or anticipated increased or
16 decreased residence, of persons of a particular race, color,
17 familial status, age, religious creed, ancestry, exercise of
18 self-defense rights, sex, national origin, handicap or
19 disability, or the use of a guide or support animal because of
20 the blindness, deafness or physical handicap of the user.

21 Section 4. The act is amended by adding a section to read:

22 Section 5.4. Limited Exceptions for Employers.--(a)
23 Notwithstanding any other provision of this act, an employer may
24 consider, advertise or require the exercise of self-defense
25 rights as a condition of employment for applicants or employes,
26 if the exercise of self-defense rights is an integral part of
27 the employment. This includes, but is not limited to:

28 (1) The ability of an employe or applicant to lawfully
29 possess or use a firearm.

30 (2) Whether or not the employe or applicant is licensed to

1 carry a firearm under 18 Pa.C.S. § 6109 (relating to licenses)
2 or exempted from licensure under 18 Pa.C.S. § 6106(b) (relating
3 to firearms not to be carried without a license).

4 (3) Whether or not the employe or applicant is certified
5 under:

6 (i) 53 Pa.C.S. Ch. 21 Subch. D (relating to municipal police
7 education and training).

8 (ii) The act of October 10, 1974 (P.L.705, No.235), known as
9 the Lethal Weapons Training Act.

10 (iii) The act of February 9, 1984 (P.L.3, No.2), known as
11 the Sheriff and Deputy Sheriff Education and Training Act.

12 (iv) The act of December 13, 2005 (P.L.432, No.79), known as
13 the Retired Law Enforcement Identification Act.

14 (v) Any other firearms program that has been determined by
15 the Commissioner of the Pennsylvania State Police to be of
16 sufficient scope and duration as to provide the participant with
17 basic training in the use and handling of firearms.

18 (4) An assessment, evaluation or certification related to
19 the employe or applicant's ability to:

20 (i) Handle a firearm safely.

21 (ii) Properly and effectively use a firearm.

22 (iii) Achieve a minimum competency level related to the use,
23 handling, repair or modification of firearms.

24 (b) Notwithstanding any other provision of this act, an
25 employer may reasonably regulate an employe's possession,
26 storage or carrying of a firearm on property owned or controlled
27 by the employer or during the employe's work hours, except that
28 an employer shall not create any rule or policy or take any
29 action that interferes with the following:

30 (1) the lawful carrying of a concealed firearm by an employe

1 licensed to carry a firearm under 18 Pa.C.S. § 6109 or exempted
2 from licensure under 18 Pa.C.S. § 6106(b);

3 (2) the lawful storage of a firearm in an employe's personal
4 vehicle; or

5 (3) an employe's exercise of self-defense rights when not
6 acting in his capacity as an employe.

7 Section 5. Sections 7(i), (j) and (k), 8 and 12(b) of the
8 act are amended to read:

9 Section 7. Powers and Duties of the Commission.--The
10 Commission shall have the following powers and duties:

11 * * *

12 (i) To create such advisory agencies and conciliation
13 councils, local or state-wide, as will aid in effectuating the
14 purposes of this act. The Commission may itself or it may
15 empower these agencies and councils to (1) study the problems of
16 discrimination in all or specific fields of human relationships
17 when based on race, color, familial status, religious creed,
18 ancestry, exercise of self-defense rights, age, sex, national
19 origin or handicap or disability, and (2) foster, through
20 community effort or otherwise, good will among the groups and
21 elements of the population of the State. Such agencies and
22 councils may make recommendations to the Commission for the
23 development of policies and procedure in general. Advisory
24 agencies and conciliation councils created by the Commission
25 shall be composed of representative citizens, serving without
26 pay, but the Commission may make provision for technical and
27 clerical assistance to such agencies and councils, and for the
28 payment of the expenses of such assistance.

29 (j) To issue such publications and such results of
30 investigations and research as, in its judgment, will tend to

1 promote good will and minimize or eliminate discrimination
2 because of race, color, familial status, religious creed,
3 ancestry, exercise of self-defense rights, age, sex, national
4 origin or handicap or disability.

5 (k) To submit an annual report for each fiscal year by the
6 following March 31 to the General Assembly, the Labor and
7 Industry Committee of the Senate and the State Government
8 Committee of the House of Representatives and the Governor
9 describing in detail the types of complaints received, the
10 investigations, status of cases, Commission action which has
11 been taken, how many were found to have probable cause, how many
12 were resolved by public hearing and the length of time from the
13 initial complaint to final Commission resolution. It shall also
14 contain recommendations for such further legislation concerning
15 abuses and discrimination because of race, color, familial
16 status, religious creed, ancestry, exercise of self-defense
17 rights, national origin, age, sex, handicap or disability or the
18 use of a guide or support animal because of the blindness,
19 deafness or physical handicap of the user or because the user is
20 a handler or trainer of support or guide animals, as may be
21 desirable.

22 * * *

23 Section 8. Educational Program.--The Commission, in
24 cooperation with the Department of Education, is authorized to
25 recommend a multicultural educational program, designed for the
26 students of the schools in this Commonwealth and for all other
27 residents thereof, with emphasis on foreign cultural and
28 language studies, as well as on the basic shared precepts and
29 principles of United States culture, in order to promote
30 cultural understanding and appreciation and to further good will

1 among all persons, without regard to race, color, familial
2 status, religious creed, ancestry, exercise of self-defense
3 rights, age, sex, national origin, handicap or disability.

4 Section 12. Construction and Exclusiveness of Remedy.--

5 * * *

6 (b) Except as provided in subsection (c), nothing contained
7 in this act shall be deemed to repeal or supersede any of the
8 provisions of any existing or hereafter adopted municipal
9 ordinance, municipal charter or of any law of this Commonwealth
10 relating to discrimination because of race, color, familial
11 status, religious creed, ancestry, exercise of self-defense
12 rights, age, sex, national origin or handicap or disability, but
13 as to acts declared unlawful by section five of this act the
14 procedure herein provided shall, when invoked, be exclusive and
15 the final determination therein shall exclude any other action,
16 civil or criminal, based on the same grievance of the
17 complainant concerned. If the complainant institutes any action
18 based on such grievance without resorting to the procedure
19 provided in this act, such complainant may not subsequently
20 resort to the procedure herein. In the event of a conflict
21 between the interpretation of a provision of this act and the
22 interpretation of a similar provision contained in any municipal
23 ordinance, the interpretation of the provision in this act shall
24 apply to such municipal ordinance.

25 * * *

26 Section 6. This act shall take effect in 60 days.