



HOUSE COMMITTEE ON APPROPRIATIONS

FISCAL NOTE

HOUSE BILL NO. 300

PRINTER'S NO. 1020

PRIME SPONSOR: **Kenyatta**

As amended by A00391 and A00393

COST / (SAVINGS)

FUND	FY 2022/23	FY 2023/24
General Fund	\$0	See Fiscal Impact

SUMMARY:

Expands the Human Relations Act to prohibit discrimination in employment, housing, and public accommodations because of a person's actual or perceived sexual orientation or gender identity or expression.

ANALYSIS:

House Bill 300, as amended by A00391 and A00393, proposes to expand the Human Relations Act to prohibit discrimination in employment, housing, and public accommodations because of a person's actual or perceived sexual orientation or gender identity or expression.

The bill clarifies that it is not an unlawful discriminatory practice based on the actual or perceived race, color, religious creed, ancestry, age, sexual orientation, gender identity or expression or national origin under the act to fail or refuse to construct new or additional facilities.

It includes a provision that that exempts rental rooms in personal residences with common areas or landlord-occupied rooming houses with a common entrance from this legislation. It also exempts single-sex dormitory rooms with common living areas.

The bill contains a "Protection of Religious Exercise" clause which provides that the act shall not be interpreted to require an individual or religious entity to engage in conduct that constitutes a substantial burden on the free exercise of religion without compelling interest and through the least restrictive means of furthering the compelling interest consistent with the provisions of the "Religious Freedom Protection Act." For the purpose of this section, "religious entity" means a church, association of churches or other religious order, body or institution which qualifies for exemption from taxation under section 501(c)(3) or (d) of the Internal Revenue Code of 1968.

The bill adds that nothing in the act prohibits an employer from requiring an employee to adhere to reasonable dress or grooming standards providing that the employer permits the employee to adhere to the dress or grooming standards that are consistent with the employee's gender identity or expression.

This legislation would take effect in 30 days upon enactment.

FISCAL IMPACT:

Enactment of this legislation is not expected to have an adverse impact on Commonwealth funds.

According to the Pennsylvania Human Relations Commission (PHRC), the commission is already operating under similar definitions to those contained in House Bill 300. Therefore, codifying exiting practice should not necessarily result in a significant workload increase for PHRC investigators.

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House Appropriations Committee (D)

DATE: April 28, 2023

Estimates are calculated using the best information available. Actual costs and revenue impact incurred may vary from estimates.