

---

THE GENERAL ASSEMBLY OF PENNSYLVANIA

---

SENATE BILL

No. 475 Session of  
2013

---

INTRODUCED BY COSTA, TEPLITZ, KITCHEN, STACK, BROWNE, FONTANA,  
BREWSTER, WASHINGTON, WILLIAMS, FERLO, HUGHES, BLAKE,  
TARTAGLIONE AND FARNESE, FEBRUARY 11, 2013

---

REFERRED TO LABOR AND INDUSTRY, FEBRUARY 11, 2013

---

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 the definition of  
12 "employer."

13 The General Assembly of the Commonwealth of Pennsylvania  
14 hereby enacts as follows:

15 Section 1. Section 4(b) of the act of October 27, 1955  
16 (P.L.744, No.222), known as the Pennsylvania Human Relations  
17 Act, amended December 20, 1991 (P.L.414, No.51), is amended to  
18 read:

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

21 \* \* \*

22 (b) The term "employer" includes the Commonwealth or any

1 political subdivision or board, department, commission or school  
2 district thereof and any person employing [four] one or more  
3 persons within the Commonwealth, but except as hereinafter  
4 provided, does not include religious, fraternal, charitable or  
5 sectarian corporations or associations, except such corporations  
6 or associations supported, in whole or in part, by governmental  
7 appropriations. The term "employer" with respect to  
8 discriminatory practices based on race, color, age, sex,  
9 national origin or non-job related handicap or disability,  
10 includes religious, fraternal, charitable and sectarian  
11 corporations and associations employing [four] one or more  
12 persons within the Commonwealth.

13 \* \* \*

14 Section 2. This act shall take effect in 60 days.