HB26
127406-1
By Representative Todd
RFD: Judiciary
First Read: 07-FEB-12
PFD: 12/01/2011
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
and teachers to fail or refuse to procure, refer, recruit, or
place for employment, or otherwise discriminate against, an
individual because of his or her sexual orientation or gender
identity or expression, or classify or refer for employment an
individual on the basis of sexual orientation or gender
identity or expression.

Section 3. This act shall become effective on the
first day of the third month following its passage and
approval by the Governor, or its otherwise becoming law.