

SENATE BILL NO. 412

BY SENATORS MORRELL AND MURRAY

1 AN ACT

2 To amend and reenact R.S. 51:2231(C), 2232(12) and (13), the introductory paragraph of  
3 2235 and (9), 2237(1), and 2256, relative to employment discrimination; to provide  
4 with respect to the Louisiana Commission on Human Rights; and to provide for  
5 related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 51:2231(C), 2232(12) and (13), the introductory paragraph of 2235  
8 and (9), 2237(1), and 2256 are hereby amended and reenacted to read as follows:

9 §2231. Statement of purpose; limitation on prohibitions against discrimination  
10 because of age

11 \* \* \*

12 C. The Louisiana Commission on Human Rights shall have enforcement  
13 powers including adjudication of claims of discrimination prohibited by ~~R.S. 23:312,~~  
14 ~~323, and 332, sickle cell trait discrimination prohibited by R.S. 23:352, and~~  
15 ~~discrimination because of pregnancy prohibited by R.S. 23:341 et seq.~~ **Chapter 3-A**  
16 **of Title 23 of the Louisiana Revised Statutes of 1950.**

17 §2232. Definitions

18 As used in this Chapter:

19 \* \* \*

20 (12) "Discriminatory practice in connection with employment" means an  
21 employment practice prohibited by ~~R.S. 23:312, 323, or 332~~ **Chapter 3-A of Title**  
22 **23 of the Louisiana Revised Statutes of 1950.**

23 (13) "Unlawful practice" means a discriminatory practice in connection with  
24 employment, a discriminatory practice in connection with public accommodations,  
25 or any other practice prohibited by this Chapter **or by Chapter 3-A of Title 23 of**  
26 **the Louisiana Revised Statutes of 1950.**

27 \* \* \*

1 §2235. Powers and duties of commission

2 In the enforcement of this Chapter or of Chapter 3-A of Title 23 of the  
3 Louisiana Revised Statutes of 1950, the commission shall have the following  
4 powers and duties:

5 \* \* \*

6 (9) To receive, initiate, investigate, seek to conciliate, hold hearings on, and  
7 pass upon complaints alleging violations of this Chapter or of Chapter 3-A of Title  
8 23 of the Louisiana Revised Statutes of 1950.

9 \* \* \*

10 §2237. Local human rights commissions

11 Any parish or municipality, or one or more parishes and municipalities acting  
12 jointly, may create a human rights commission, hereinafter referred to as a "local  
13 commission":

14 (1) To provide for execution within its jurisdiction of the policies embodied  
15 in this Chapter, Chapter 3-A of Title 23 of the Louisiana Revised Statutes of  
16 1950, and the Federal Civil Rights Act of 1964 (78 Stat. 241).

17 \* \* \*

18 §2256. Conspiracy to violate ~~this Chapter~~ human rights and discrimination laws  
19 unlawful

20 It shall be an unlawful practice for ~~a person or for two or more persons~~ an  
21 employer, as defined in R.S. 23:302(2) to conspire:

22 (1) To retaliate or discriminate in any manner against a person because he  
23 has opposed a practice declared unlawful by this Chapter or by Chapter 3-A of  
24 Title 23 of the Louisiana Revised Statutes of 1950, or because he has made a  
25 charge, filed a complaint, testified, assisted, or participated in any manner in any  
26 investigation, proceeding, or hearing under this Chapter or by Chapter 3-A of Title  
27 23 of the Louisiana Revised Statutes of 1950.

28 (2) To aid, abet, incite, compel, or coerce a person to engage in any of the  
29 acts or practices declared unlawful by this Chapter or by Chapter 3-A of Title 23  
30 of the Louisiana Revised Statutes of 1950.

1                   (3) To obstruct or prevent a person from complying with the provisions of  
2 this Chapter or by Chapter 3-A of Title 23 of the Louisiana Revised Statutes of  
3 1950 or any order issued thereunder.

4                   (4) To resist, prevent, impede, or interfere with the commission, or any of  
5 its members or representatives, in the lawful performance of duty under this Chapter  
6 or by Chapter 3-A of Title 23 of the Louisiana Revised Statutes of 1950.

\_\_\_\_\_  
PRESIDENT OF THE SENATE

\_\_\_\_\_  
SPEAKER OF THE HOUSE OF REPRESENTATIVES

\_\_\_\_\_  
GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: \_\_\_\_\_