

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 2nd Session of the 57th Legislature (2020)

4 HOUSE BILL 3534

 By: Pittman

7 AS INTRODUCED

8 An Act relating to definitions and general
9 provisions; amending 25 O.S. 2011, Section 1302,
10 which relates to discrimination; modifying
 discriminatory practices for employers; and providing
 an effective date.

13 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

14 SECTION 1. AMENDATORY 25 O.S. 2011, Section 1302, is
15 amended to read as follows:

16 Section 1302. A. It is a discriminatory practice for an
17 employer:

18 1. To fail or refuse to hire, to discharge, or otherwise to
19 discriminate against an individual with respect to compensation or
20 the terms, conditions, privileges or responsibilities of employment,
21 because of race, color, religion, sex, national origin, age, genetic
22 information or disability, unless the employer can demonstrate that
23 accommodation for the disability would impose an undue hardship on
24 the operation of the business of such employer; ~~or~~

1 2. To limit, segregate, or classify an employee or applicant
2 for employment in a way which would deprive or tend to deprive an
3 individual of employment opportunities or otherwise adversely affect
4 the status of an employee, because of race, color, religion, sex,
5 national origin, age, genetic information or disability, unless the
6 employer can demonstrate that accommodation for the disability would
7 impose an undue hardship on the operation of the business of such
8 employer; or

9 3. To fail or refuse to hire, to discharge, or otherwise
10 discriminate against an individual's natural hair or hairstyle,
11 including, but not limited to, color, Afros, braids, locks or locs,
12 or any other hairstyle that is directly tied to an individual's
13 cultural and/or religious identity.

14 B. This section does not apply to the employment of an
15 individual by his or her parents, spouse, or child or to employment
16 in the domestic service of the employer.

17 SECTION 2. This act shall become effective November 1, 2020.

18
19 COMMITTEE REPORT BY: COMMITTEE ON BUSINESS AND COMMERCE, dated
20 02/26/2020 - DO PASS.

21
22
23
24