
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2300 Session of
2014

INTRODUCED BY SCHLOSSBERG, FREEMAN, D. MILLER, MUNDY, MCGEEHAN,
BISHOP, O'BRIEN, McNEILL, FRANKEL, SWANGER, GOODMAN, MURT,
READSHAW, COHEN AND ROEBUCK, JUNE 2, 2014

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, JUNE 2, 2014

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 definitions.

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

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

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

20 * * *

21 (b) The term "employer" includes:

22 (1) the Commonwealth or any political subdivision or board,

1 department, commission or school district thereof and any person
2 employing four or more persons within the Commonwealth, but
3 except as hereinafter provided, does not include religious,
4 fraternal, charitable or sectarian corporations or associations,
5 except such corporations or associations supported, in whole or
6 in part, by governmental appropriations[.];

7 [The term "employer"] (2) with respect to discriminatory
8 practices based on race, color, age, [sex,] national origin or
9 non-job related handicap or disability, includes religious,
10 fraternal, charitable and sectarian corporations and
11 associations employing four or more persons within the
12 Commonwealth[.]; and

13 (3) with respect to discriminatory practices based on sex,
14 includes the Commonwealth or any political subdivisions or
15 board, department, commission or school district thereof and any
16 person employing one or more persons within this Commonwealth
17 and includes religious, fraternal, charitable or sectarian
18 corporations or associations.

19 * * *

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