

Senator Scott D. McCoy proposes the following substitute bill:

NONDISCRIMINATION AMENDMENTS

2008 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Scott D. McCoy

House Sponsor: Curtis Oda

LONG TITLE

General Description:

This bill modifies the Utah Antidiscrimination Act.

Highlighted Provisions:

This bill:

- ▶ defines "military service";
- ▶ modifies the definition of "employer";
- ▶ includes military service as a prohibited basis for discrimination in employment in a manner consistent with the Utah Antidiscrimination Act;
- ▶ addresses preferences permitted by law ~~H→~~ **[on the basis of] because of** ~~←H~~ military service; and
- ▶ makes technical and conforming amendments.

Monies Appropriated in this Bill:

None

Other Special Clauses:

None

Utah Code Sections Affected:

AMENDS:

34A-5-102, as last amended by Laws of Utah 2001, Chapter 73

34A-5-104, as last amended by Laws of Utah 1999, Chapter 161



1st Sub. S.B. 166

- 26 **34A-5-105**, as last amended by Laws of Utah 2003, Chapter 65
- 27 **34A-5-106**, as last amended by Laws of Utah 2003, Chapter 65
- 28 **34A-5-107**, as last amended by Laws of Utah 2003, Chapter 65
- 29 **67-19-6.3**, as last amended by Laws of Utah 2006, Chapter 139

31 *Be it enacted by the Legislature of the state of Utah:*

32 Section 1. Section **34A-5-102** is amended to read:

33 **34A-5-102. Definitions.**

34 As used in this chapter:

35 (1) "Apprenticeship" means a program for the training of [~~apprentices~~] an apprentice,
36 including a program providing the training of [~~those persons~~] a person defined as [~~apprentices~~]
37 an apprentice by Section 35A-6-102.

38 (2) "Bona fide occupational qualification" means a characteristic applying to an
39 employee:

- 40 (a) that is necessary to the operation of the employee's employer's business; or
- 41 (b) is the essence of the employee's employer's business.

42 (3) "Court" means:

43 (a) the district court in the judicial district of the state in which the asserted unfair
44 employment practice [~~occurred~~] occurs; or

45 (b) if [~~this court~~] the district court described in Subsection (3)(a) is not in session at
46 [~~that~~] the time the asserted unfair employment practice occurs, a judge of the court described in
47 Subsection (3)(a).

48 (4) "Director" means the director of the division.

49 (5) "Disability" means a physical or mental disability as defined and covered by the
50 Americans with Disabilities Act of 1990, 42 U.S.C. 12102.

51 (6) "Discriminate in matters of compensation" means the payment of differing wages
52 or salaries to employees having substantially equal experience, responsibilities, and skill for a
53 particular job.

54 [~~(6)~~] (7) "Division" means the Division of Antidiscrimination and Labor.

55 [~~(7)~~] (8) "Employee" means [~~any~~] a person applying with or employed by an employer.

56 [~~(8)~~] (9) (a) "Employer" means:

- 57 (i) the state;
- 58 (ii) ~~any~~ a political subdivision;
- 59 (iii) a board, commission, department, institution, school district, trust, or agent of:
- 60 (A) the state; or ~~its~~
- 61 (B) a political ~~subdivisions~~ subdivision; or
- 62 (iv) a person employing ~~§~~ ~~[f] 15 [f] [ten]~~ ~~←§~~ or more employees within the state for each working
- 63 day in each of 20 calendar weeks or more in the current or preceding calendar year.
- 64 (b) "Employer" does not include:
- 65 (i) a religious organization or association;
- 66 (ii) a religious corporation sole; or
- 67 (iii) ~~any~~ a corporation or association constituting a wholly owned subsidiary or
- 68 agency of ~~any~~:
- 69 (A) a religious organization or association; or
- 70 (B) a religious corporation sole.
- 71 ~~(9)~~ (10) "Employment agency" means ~~any~~ a person:
- 72 (a) undertaking to procure ~~Ĥ~~ ~~→ [f] employees or opportunities [f] [an employer or an~~
- 72a ~~opportunity]~~ ~~←Ĥ~~
- 73 to work for ~~Ĥ~~ ~~→ [f] any other [f] [another]~~ ~~←Ĥ~~ person; or
- 74 (b) holding itself out to be equipped to take an action described in Subsection ~~(9)~~
- 75 (10)(a).
- 76 ~~(10)~~ (11) "Joint apprenticeship committee" means ~~any~~ an association of the
- 77 following that provides, coordinates, or controls an apprentice training program:
- 78 (a) representatives of a labor organization; and
- 79 (b) an employer ~~[providing, coordinating, or controlling an apprentice training~~
- 80 ~~program]~~.
- 81 ~~(11)~~ (12) "Labor organization" means ~~any~~ an organization that exists for the
- 82 purpose in whole or in part of:
- 83 (a) collective bargaining;
- 84 (b) dealing with ~~employers~~ an employer concerning:
- 85 (i) grievances~~;~~; or
- 86 (ii) terms or conditions of employment; or
- 87 (c) other mutual aid or protection in connection with employment.

88 ~~[(12)]~~ (13) "National origin" means the place of birth, domicile, or residence of an
89 individual or of an individual's ancestors.

90 (14) "Military service" means an individual who:

91 (a) serves or served on active duty in the armed forces of the state or the United States
92 for at least 180 consecutive days;

93 (b) is a member of a reserve component;

94 (c) (i) was a member of a reserve component of the armed forces of the state or the
95 United States; and

96 (ii) separated or retired under honorable conditions;

97 (d) incurs an actual service-related injury or disability in the line of duty in the armed
98 forces of the state or the United States whether or not that person completes 180 days of active
99 duty; or

100 (e) is committed to:

101 (i) serve on active duty in the armed forces for at least 180 consecutive days; or

102 (ii) be a member of a reserve component of the armed forces of the state or the United
103 States.

104 ~~[(13)]~~ (15) "On-the-job-training program" means ~~[any]~~ a program designed to instruct a
105 person who, while learning the particular job for which the person is receiving instruction:

106 (a) is also employed at that job; or

107 (b) may be employed by the employer conducting the program;

108 (i) during the course of the program[;]; or

109 (ii) when the program is completed.

110 ~~[(14)]~~ (16) "Person" means ~~[one or more individuals, partnerships, associations,~~
111 ~~corporations, legal representatives, trusts or trustees, receivers, the state and all political~~
112 ~~subdivisions and agencies of the state.];~~

113 (a) an individual;

114 (b) a partnership;

115 (c) an association;

116 (d) a corporation;

117 (e) a legal representative;

118 (f) a trust or trustee;

119 (g) a receiver;
 120 (h) the state;
 121 (i) a political subdivision; and
 122 (j) an agency of the state.
 123 ~~[(15)]~~ (17) "Presiding officer" ~~[means the same as that term]~~ is as defined in Section
 124 63-46b-2.

125 ~~[(16)]~~ (18) "Prohibited employment practice" means a practice specified as
 126 discriminatory, and therefore unlawful, in Section 34A-5-106.

127 (19) "Religious educational institution" means a school, college, university, or other
 128 educational institution that:

129 (a) is, in whole or in substantial part, owned, supported, controlled, or managed by a
 130 particular religious corporation, association, or society; or

131 (b) has a curriculum that is directed toward the propagation of a particular religion.

132 ~~[(17)]~~ (20) "Retaliate" means the taking of adverse action;

133 (a) by:

134 (i) an employer[;];

135 (ii) an employment agency[;];

136 (iii) a labor organization[;];

137 (iv) an apprenticeship program[;];

138 (v) an on-the-job training program[;]; or

139 (vi) a vocational school [against one of its employees, applicants, or members];

140 (b) against an employee, applicant, or member of a person described in Subsection

141 (20)(a); and

142 (c) because the employee, applicant, or member described in Subsection (20)(b):

143 ~~[(a) has opposed any]~~ (i) opposes an employment practice prohibited under this
 144 chapter; or

145 ~~[(b) filed charges, testified, assisted, or participated]~~

146 (ii) files charges, testifies, assists, or participates in any way in [any] a proceeding,
 147 investigation, or hearing under this chapter.

148 ~~[(18)]~~ (21) "Vocational school" means ~~[any]~~ a school or institution conducting a course
 149 of instruction, training, or retraining to prepare [individuals] an individual to;

150 (a) follow an occupation or trade~~;~~; or ~~to~~

151 (b) pursue a manual, technical, industrial, business, commercial, office, personal
152 services, or other nonprofessional ~~occupations~~ occupation.

153 Section 2. Section **34A-5-104** is amended to read:

154 **34A-5-104. Powers.**

155 (1) (a) The commission has jurisdiction over the subject of employment practices and
156 discrimination made unlawful by this chapter.

157 (b) The commission may adopt, publish, amend, and rescind rules, consistent with, and
158 for the enforcement of this chapter.

159 (2) The division may:

160 (a) appoint and prescribe the duties of ~~investigators and other employees and agents~~
161 ~~that it~~ an investigator or other employee or agent that the division considers necessary for the
162 enforcement of this chapter;

163 (b) receive, reject, investigate, and pass upon ~~complaints~~ a complaint alleging:

164 (i) discrimination in:

165 (A) employment;

166 (B) an apprenticeship ~~programs~~ program;

167 (C) an on-the-job training ~~programs, and~~ program; or

168 (D) a vocational ~~schools~~ school; or

169 (ii) the existence of a discriminatory or prohibited employment practice by:

170 (A) a person;

171 (B) an employer;

172 (C) an employment agency;

173 (D) a labor organization;

174 (E) ~~the employees or members~~ an employee or member of an employment agency or
175 labor organization;

176 (F) a joint apprenticeship committee; ~~H→~~ [and] or ~~←H~~

177 (G) a vocational school;

178 (c) investigate and study the existence, character, causes, and extent of discrimination
179 in employment, an apprenticeship ~~programs;~~ program, an on-the-job training ~~programs, and~~
180 program, or a vocational ~~schools~~ school in this state by one or more of the following:

- 181 (i) employers;
- 182 (ii) employment agencies;
- 183 (iii) labor organizations;
- 184 (iv) joint apprenticeship committees; and
- 185 (v) vocational schools;
- 186 (d) formulate one or more plans for the elimination of discrimination by educational or
- 187 other means;
- 188 (e) hold [~~hearings~~] a hearing upon a complaint made against:
- 189 (i) a person;
- 190 (ii) an employer;
- 191 (iii) an employment agency;
- 192 (iv) a labor organization;
- 193 (v) [~~the employees or members~~] an employee or member of an employment agency or
- 194 labor organization;
- 195 (vi) a joint apprenticeship committee; or
- 196 (vii) a vocational school;
- 197 (f) issue one or more publications [~~and~~] or reports of investigations and research that:
- 198 (i) promote good will among the various racial, religious, and ethnic groups of the
- 199 state; and
- 200 (ii) minimize or eliminate discrimination in employment ~~H→~~ [f] because [f] [on the
- 200a basis] ~~←H~~ of race,
- 201 color, sex, religion, national origin, age, [~~or~~] disability, or military service;
- 202 (g) prepare and transmit to the governor, at least once each year, [~~reports~~] a report
- 203 describing:
- 204 (i) [~~its~~] the division's proceedings, investigations, and hearings;
- 205 (ii) the outcome of [~~those hearings~~] a hearing described in Subsection (2)(g)(i);
- 206 (iii) decisions the division [~~has rendered~~] renders; and
- 207 (iv) the other work performed by the division;
- 208 (h) recommend one or more policies to the governor, and submit [~~recommendation~~]
- 209 one or more recommendations to employers, employment agencies, and labor organizations to
- 210 implement those policies;
- 211 (i) recommend [~~any~~] legislation concerning discrimination ~~H→~~ [f] because [f] [on the
- 211a basis] ~~←H~~ of

212 race, sex, color, national origin, religion, age, [~~or~~] disability, or military service to the governor
213 that [~~it~~] the division considers necessary; and

214 (j) within the limits of [~~any~~] appropriations made for [~~its~~] the division's operation,
215 cooperate with other agencies or organizations, both public and private, in the planning and
216 conducting of educational programs designed to eliminate discriminatory practices prohibited
217 under this chapter.

218 (3) The division shall investigate an alleged discriminatory [~~practices~~] practice
219 involving [~~officers or employees~~] an officer or employee of state government if requested to do
220 so by the Career Service Review Board.

221 (4) (a) In [~~any~~] a hearing held under this chapter, the division may:

222 (i) subpoena [~~witnesses~~] a witness and compel [~~their~~] the witness' attendance at the
223 hearing;

224 (ii) administer [~~oaths~~] an oath and take the testimony of [~~any~~] a person under oath; and

225 (iii) compel [~~any~~] a person to produce for examination [~~any books, papers;~~] a book,
226 paper, or other information relating to the matters raised by the complaint.

227 (b) The division director or a hearing examiner appointed by the division director may
228 conduct [~~hearings~~] a hearing.

229 (c) If a witness fails or refuses to obey a subpoena issued by the division, the division
230 may petition the district court to enforce the subpoena.

231 (d) [~~In the event~~] If a witness asserts a privilege against self-incrimination, testimony
232 and evidence from the witness may be compelled pursuant to Title 77, Chapter 22b, Grants of
233 Immunity.

234 Section 3. Section **34A-5-105** is amended to read:

235 **34A-5-105. Antidiscrimination and Labor Advisory Council -- Membership --**
236 **Appointment -- Term -- Powers and duties -- Chair.**

237 (1) There is created in the commission an Antidiscrimination and Labor Advisory
238 Council consisting of:

239 (a) 13 voting members appointed by the commissioner as follows:

240 (i) three employer representatives;

241 (ii) three employee representatives;

242 (iii) two representatives of persons who seek to rent or purchase dwellings as defined

243 in Section 57-21-2;

244 (iv) two representatives of persons who:

245 (A) sell or rent dwellings; and

246 (B) are subject to Title 57, Chapter 21, Utah Fair Housing Act; and

247 (v) three representatives of the general public; and

248 (b) the commissioner or the commissioner's designee as a nonvoting member of the
249 council.

250 (2) In making ~~[the appointments]~~ an appointment under Subsection (1), the
251 commissioner shall consider representation of the following ~~[protected]~~ covered classes:

252 (a) race;

253 (b) color;

254 (c) national origin;

255 (d) ~~[gender]~~ sex;

256 (e) religion;

257 (f) age;

258 (g) persons with disabilities;

259 (h) familial status as defined in Section 57-21-2; ~~[and]~~

260 (i) source of income as defined in Section 57-21-2[-]; and

261 (j) military service.

262 (3) The division shall provide ~~[any]~~ necessary staff support for the council.

263 (4) (a) Except as required by Subsection (4)(b), as ~~[terms of current council members~~
264 ~~expire]~~ a term of a council member expires, the commissioner shall appoint ~~[each]~~ a new
265 member or reappointed member to a four-year term.

266 (b) Notwithstanding the requirements of Subsection (4)(a), the commissioner shall, at
267 the time of appointment or reappointment, adjust the length of terms to ensure that the terms of
268 council members are staggered so that approximately half of the council is appointed every two
269 years.

270 (5) (a) When a vacancy occurs in the membership for any reason, the commissioner
271 shall appoint a replacement ~~[shall be appointed]~~ for the unexpired term.

272 (b) The commissioner shall terminate the term of a council member who ceases to be
273 representative as designated by the original appointment.

274 (6) (a) (i) ~~[Members]~~ A member who ~~[are]~~ is not a government ~~[employees shall]~~
275 employee may not receive ~~[no]~~ compensation or benefits for ~~[their]~~ the member's services, but
276 may receive per diem and expenses incurred in the performance of the member's official duties
277 at the rates established by the Division of Finance under Sections 63A-3-106 and 63A-3-107.

278 (ii) ~~[Members]~~ A member who is not a government employee may decline to receive
279 per diem and expenses for ~~[their]~~ the member's service.

280 (b) (i) ~~[State]~~ A state government officer ~~[and employee members who do]~~ or
281 employee member who does not receive salary, per diem, or expenses from ~~[their]~~ the
282 member's agency for ~~[their]~~ the member's service may receive per diem and expenses incurred
283 in the performance of ~~[their]~~ the member's official duties from the council at the rates
284 established by the Division of Finance under Sections 63A-3-106 and 63A-3-107.

285 (ii) ~~[State]~~ A state government officer ~~[and]~~ or employee ~~[members]~~ member may
286 decline to receive per diem and expenses for ~~[their]~~ the member's service.

287 (7) (a) The advisory council shall:

288 (i) offer advice on issues requested by:

289 (A) the commission;

290 (B) the division; or

291 (C) the Legislature; and

292 (ii) make recommendations to the commission and division regarding issues related to:

293 (A) employment discrimination;

294 (B) housing discrimination; and

295 (C) the administration by the commission of:

296 (I) the provisions of Title 34, Labor in General, that are administered by the
297 commission;

298 (II) ~~[Title 34A, Chapter 5, Utah Antidiscrimination Act]~~ this chapter; and

299 (III) Title 57, Chapter 21, Utah Fair Housing Act.

300 (b) The council shall ~~[confer]~~ meet at least quarterly for the purpose of advising the
301 commission, division, and the Legislature regarding issues described in Subsection (7)(a).

302 (8) (a) The commissioner or the commissioner's designee shall serve as chair of the
303 council.

304 (b) The chair ~~[is charged with the responsibility of calling the necessary meetings]~~ shall

305 call a necessary meeting.

306 Section 4. Section **34A-5-106** is amended to read:

307 **34A-5-106. Discriminatory or prohibited employment practices -- Permitted**
 308 **practices.**

309 (1) It is a discriminatory or prohibited employment practice to take [~~any~~] an action
 310 described in Subsections (1)(a) through (f).

311 (a) (i) An employer may not refuse to hire, promote, discharge, demote, or terminate
 312 [~~any~~] a person, or to retaliate against, harass, or discriminate in matters of compensation or in
 313 [~~terms, privileges, and conditions~~] a term, privilege, or condition of employment against [~~any~~]
 314 a person otherwise qualified, ~~H~~→ [f] **because** [f] [~~on the basis~~] ←~~H~~ of:

- 315 (A) race;
- 316 (B) color;
- 317 (C) sex;
- 318 (D) pregnancy, childbirth, or pregnancy-related conditions;
- 319 (E) age, if the individual is 40 years of age or older;
- 320 (F) religion;
- 321 (G) national origin; [~~or~~]
- 322 (H) disability[~~:-~~]; or
- 323 (I) military service.

324 (ii) A person may not be considered "otherwise qualified," unless that person possesses
 325 the following required by an employer for [~~any~~] a particular job, job classification, or position:

- 326 (A) education;
- 327 (B) training;
- 328 (C) ability, with or without reasonable accommodation;
- 329 (D) moral character;
- 330 (E) integrity;
- 331 (F) disposition to work;
- 332 (G) adherence to reasonable rules and regulations; and
- 333 (H) other job related qualifications required by an employer.

334 [~~(iii) (A) As used in this chapter, "to discriminate in matters of compensation" means~~
 335 ~~the payment of differing wages or salaries to employees having substantially equal experience,~~

336 ~~responsibilities, and skill for the particular job.]~~

337 ~~[(B)]~~ (iii) Notwithstanding Subsection ~~[(1)(a)(iii)(A)]~~ 34A-5-102(6):

338 (I) nothing in this chapter prevents ~~[increases]~~ an increase in pay as a result of
339 longevity with the employer, if the salary ~~[increases are]~~ increase is uniformly applied and
340 available to all employees on a substantially proportional basis; and

341 (II) nothing in this section prohibits an employer and employee from agreeing to a rate
342 of pay or work schedule designed to protect the employee from loss of a Social Security
343 payment or ~~[benefits]~~ benefit if the employee is eligible for ~~[those payments]~~ the payment or
344 benefit.

345 (b) An employment agency may not:

346 (i) refuse to list and properly classify for employment, or refuse to refer an individual
347 for employment, in a known available job for which the individual is otherwise qualified,

348 ~~H→~~ ~~[f]~~ **because** ~~[f]~~ [on the basis] ~~←H~~ of:

349 (A) race;

350 (B) color;

351 (C) sex;

352 (D) pregnancy, childbirth, or pregnancy-related conditions;

353 (E) religion;

354 (F) national origin;

355 (G) age, if the individual is 40 years of age or older; ~~[or]~~

356 (H) disability; or

357 (I) military service; or

358 (ii) comply with a request from an employer for referral of ~~[applicants]~~ an applicant for
359 employment if the request indicates either directly or indirectly that the employer discriminates
360 in employment on account of:

361 (A) race;

362 (B) color;

363 (C) sex;

364 (D) pregnancy, childbirth, or pregnancy-related conditions;

365 (E) religion;

366 (F) national origin;

367 (G) age, if the individual is 40 years of age or older; [~~or~~]

368 (H) disability[~~;~~]; or

369 (I) military service.

370 (c) (i) A labor organization may not for a reason listed in Subsection (1)(c)(ii):

371 (A) exclude [~~any~~] an individual otherwise qualified from full membership rights in the
372 labor organization[~~;~~];

373 (B) expel [~~the~~] an individual from membership in the labor organization[~~;~~]; or

374 (C) otherwise discriminate against or harass [~~any~~] a member of the labor

375 [~~organization's members~~] organization in full employment of work opportunity, or
376 representation[~~;~~ ~~because of~~].

377 (ii) An action described in Subsection (1)(c)(i) is prohibited if it is taken ~~H~~→ [on the basis]

377a because ←~~H~~

378 of:

379 [(~~i~~)] (A) race;

380 (B) color;

381 [(~~ii~~)] (C) sex;

382 [(~~iii~~)] (D) pregnancy, childbirth, or pregnancy-related conditions;

383 [(~~iv~~)] (E) religion;

384 [(~~v~~)] (F) national origin;

385 [(~~vi~~)] (G) age, if the individual is 40 years of age or older; [~~or~~]

386 [(~~vii~~)] (H) disability[~~;~~]; or

387 (I) military service.

388 (d) Unless based upon a bona fide occupational qualification, or required by and given
389 to an agency of government for a security [~~reasons~~] reason, an employer, employment agency,
390 or labor organization may not print, [~~or~~] circulate, or cause to be printed or circulated, [~~any~~] a
391 statement, advertisement, or publication, use [~~any~~] a form of application for employment or
392 membership, or make [~~any~~] an inquiry in connection with prospective employment or
393 membership that expresses, either directly or indirectly:

394 (i) [~~any~~] a limitation, specification, or discrimination as to:

395 (A) race;

396 (B) color;

397 (C) religion;

- 398 (D) sex;
- 399 (E) pregnancy, childbirth, or pregnancy-related conditions;
- 400 (F) national origin;
- 401 (G) age, if the individual is 40 years of age or older; [or]
- 402 (H) disability; or
- 403 (I) military service; or

404 (ii) the intent to make ~~[any]~~ a limitation, specification, or discrimination described in
 405 Subsection (1)(d)(i).

406 (e) A person, whether or not an employer, an employment agency, a labor organization,
 407 or ~~[the employees or members]~~ an employee or member of an employer, employment agency,
 408 or labor organization, may not:

409 (i) aid, incite, compel, or coerce the doing of an act defined in this section to be a
 410 discriminatory or prohibited employment practice;

411 (ii) obstruct or prevent ~~[any]~~ a person from complying with this chapter, or ~~[any]~~ an
 412 order issued under this chapter; or

413 (iii) attempt, either directly or indirectly, to commit ~~[any]~~ an act prohibited in this
 414 section.

415 (f) (i) An employer, labor organization, joint apprenticeship committee, or vocational
 416 school, providing, coordinating, or controlling an apprenticeship ~~[programs]~~ program, or
 417 providing, coordinating, or controlling an on-the-job-training ~~[programs]~~ program, instruction,
 418 training, or retraining ~~[programs]~~ program may not:

419 (A) deny to, or withhold from, ~~[any]~~ a qualified person, the right to be admitted to, or
 420 participate in ~~[any]~~ the apprenticeship training program, on-the-job-training program, or other
 421 occupational instruction, training or retraining program ~~It~~ is ~~because~~ on the basis ~~of~~
 421a of:

- 422 (I) race;
- 423 (II) color;
- 424 (III) sex;
- 425 (IV) pregnancy, childbirth, or pregnancy-related conditions;
- 426 (V) religion;
- 427 (VI) national origin;
- 428 (VII) age, if the individual is 40 years of age or older; [or]

429 (VIII) disability; or

430 (IX) military service;

431 (B) discriminate against or harass [~~any~~] a qualified person in that person's pursuit of

432 [~~programs~~] a program described in Subsection (1)(f)(i)(A)[~~, or to~~] ~~H→~~ [on the basis] because ~~←H~~

432a of:

433 (I) race;

434 (II) color;

435 (III) sex;

436 (IV) pregnancy, childbirth, or pregnancy-related conditions;

437 (V) religion;

438 (VI) national origin;

439 (VII) age, if the individual is 40 years of age or older;

440 (VIII) disability; or

441 (IX) military service;

442 (C) discriminate against [~~such a person in the terms, conditions, or privileges of~~

443 ~~programs~~] a qualified person in a term, condition, or privilege described in Subsection

444 (1)(f)(i)(A), ~~H→~~ [~~f~~] because [~~f~~] [on the basis] ~~←H~~ of:

445 (I) race;

446 (II) color;

447 (III) sex;

448 (IV) pregnancy, childbirth, or pregnancy-related conditions;

449 (V) religion;

450 (VI) national origin;

451 (VII) age, if the individual is 40 years of age or older; [~~or~~]

452 (VIII) disability; or

453 (IX) military service;

454 [~~☺~~] (D) except as provided in Subsection (1)(f)(ii), print, publish, or cause to be

455 printed or published, [~~any~~] a notice or advertisement relating to employment by the employer,

456 or membership in or [~~any~~] a classification or referral for employment by a labor organization,

457 or relating to [~~any~~] a classification or referral for employment by an employment agency,

458 indicating [~~any~~] a preference, limitation, specification, or discrimination ~~H→~~ [~~f~~] based [~~f~~] ~~←H~~ on

458a ~~H→~~ [the basis

459 of] ~~←H~~ :

- 460 (I) race;
- 461 (II) color;
- 462 (III) sex;
- 463 (IV) pregnancy, childbirth, or pregnancy-related conditions;
- 464 (V) religion;
- 465 (VI) national origin;
- 466 (VII) age, if the individual is 40 years of age or older; ~~or~~
- 467 (VIII) disability~~[-];~~ or
- 468 (IX) military service.

469 (ii) Notwithstanding Subsection (1)(f)(i)~~(C)~~(D), if the following is a bona fide
 470 occupational qualification for employment, a notice or advertisement described in Subsection
 471 (1)(f)(i)~~(C)~~(D) may indicate a preference, limitation, specification, or discrimination

471a ~~that~~ **is** based ~~on~~ **on**

472 on ~~the basis of~~ **the basis of** :

- 473 (A) race;
- 474 (B) color;
- 475 (C) religion;
- 476 (D) sex;
- 477 (E) pregnancy, childbirth, or pregnancy-related conditions;
- 478 (F) age;
- 479 (G) national origin; ~~or~~
- 480 (H) disability~~[-];~~ or
- 481 (I) military service.

482 (2) ~~Nothing contained in~~ Subsections (1)(a) through (1)(f) ~~shall~~ may not be
 483 construed to prevent:

484 (a) the termination of employment of an individual who, with or without reasonable
 485 accommodation, is physically, mentally, or emotionally unable to perform the duties required
 486 by that individual's employment;

487 (b) the variance of an insurance ~~premiums~~ premium or coverage on account of age; or

488 (c) a restriction on the activities of ~~individuals~~ a person licensed ~~by the liquor~~
 489 authority in accordance with Title 32A, Alcoholic Beverage Control Act, with respect to
 490 ~~persons~~ a person under 21 years of age.

491 (3) (a) It is not a discriminatory or prohibited employment practice:

492 (i) to do the following on the basis of religion, sex, pregnancy, childbirth,
493 pregnancy-related conditions, age, national origin, disability, or military service if the
494 conditions of Subsection (3)(b) are met:

495 [(i)] (A) for an employer to hire and employ [~~employees;~~] an employee;

496 (B) for an employment agency to classify or refer for employment [~~any~~] an
497 individual[-];

498 (C) for a labor organization to classify its membership or to classify or refer for
499 employment [~~any~~] an individual; or

500 (D) for an employer, labor organization, or joint labor-management committee
501 controlling apprenticeship or other training or retraining [~~programs~~] program to admit or
502 employ [~~any~~] an individual in [~~any such~~] the program[-~~on the basis of religion, sex, pregnancy,~~
503 ~~childbirth, or pregnancy-related conditions, age, national origin, or disability in those certain~~
504 ~~instances where religion, sex, pregnancy, childbirth, or pregnancy-related conditions, age, if the~~
505 ~~individual is 40 years of age or older, national origin, or disability is a bona fide occupational~~
506 ~~qualification reasonably necessary to the normal operation of that particular business or~~
507 ~~enterprise~~];

508 (ii) for a [~~school, college, university, or other~~] religious educational institution to hire
509 and employ [~~employees~~] an employee of a particular religion [~~if~~];

510 [(A) ~~the school, college, university, or other educational institution is, in whole or in~~
511 ~~substantial part, owned, supported, controlled, or managed by a particular religious corporation,~~
512 ~~association, or society, or]~~

513 [(B) ~~the curriculum of the school, college, university, or other educational institution is~~
514 ~~directed toward the propagation of a particular religion;~~]

515 (iii) for an employer to give preference in employment to:

516 (A) the employer's:

517 (I) spouse;

518 (II) child; or

519 (III) son-in-law or daughter-in-law;

520 (B) [~~any~~] a person for whom the employer is or would be liable to furnish financial
521 support if [~~those persons~~] the person were unemployed;

522 (C) ~~[any]~~ a person to whom the employer during the preceding six months ~~[has~~
 523 ~~furnished]~~ furnishes more than one-half of total financial support regardless of whether or not
 524 the employer was or is legally obligated to furnish support; or

525 (D) ~~[any]~~ a person whose education or training ~~[was]~~ is substantially financed by the
 526 employer for a period of two years or more.

527 ~~[(b) Nothing in this chapter applies to any]~~

528 (b) An action described in Subsection (3)(a)(i) is not a discriminatory or prohibited
 529 employment practice if:

530 (i) religion, sex, pregnancy, childbirth, a pregnancy-related condition, national origin,
 531 disability, or military service is a bona fide occupational qualification reasonably necessary to
 532 the normal operation of that particular business or enterprise; or

533 (ii) (A) the individual is 40 years of age or older; and

534 (B) age is a bona fide occupational qualification reasonably necessary to the normal
 535 operation of that particular business or enterprise.

536 (c) This chapter does not apply to a business or enterprise on or near an Indian
 537 reservation with respect to [any] a publicly announced employment practice of the business or
 538 enterprise under which preferential treatment is given to [any] an individual because that
 539 individual is a native American Indian living on or near an Indian reservation.

540 ~~[(c) Nothing in this chapter shall]~~

541 (d) (i) This chapter may not be interpreted to require [any] an employer, employment
 542 agency, labor organization, vocational school, joint labor-management committee, or
 543 apprenticeship program subject to this chapter to grant preferential treatment ~~H~~→ [f] to any
 543a individual

544 or to any group because [t] ~~[on the basis]~~ ←~~H~~ of the race, color, religion, sex, age, national
 544a origin, [or]
 545 disability, or military service of [the] an individual or group on account of an imbalance
 546 [which] that may exist;

547 (A) with respect to the total number or percentage of persons of [any] the race, color,
 548 religion, sex, age, national origin, or disability; and

549 (B) in comparison with the total number or percentage of persons of that race, color,
 550 religion, sex, age, national origin, or disability in any community or county or in the available
 551 work force in a community or county.

552 (ii) This Subsection (3)(d) applies to an individual or group:

553 (A) employed by ~~[any]~~ an employer~~;~~;

554 (B) referred or classified for employment by an employment agency or labor
555 organization~~;~~;

556 (C) admitted to membership or classified by ~~[any]~~ a labor organization~~;~~; or

557 (D) admitted to or employed in, ~~[any]~~ an apprenticeship or other training program~~;~~ ~~in~~
558 ~~comparison with the total number or percentage of persons of that race, color, religion, sex,~~
559 ~~age, national origin, or disability in any community or county or in the available work force in~~
560 ~~any community or county~~].

561 (4) It is not a discriminatory or prohibited practice with respect to age to observe the
562 terms of a bona fide seniority system or ~~[any]~~ a bona fide employment benefit plan such as a
563 retirement, pension, or insurance plan that is not a subterfuge to evade the purposes of this
564 chapter, except that ~~[no such]~~ an employee benefit plan ~~[shall]~~ may not excuse the failure to
565 hire an individual.

566 (5) Notwithstanding Subsection (4), or ~~[any other statutory provision]~~ another statute to
567 the contrary, a person may not be subject to involuntary termination or retirement from
568 employment on the basis of age alone, if the individual is 40 years of age or older, except:

569 (a) under Subsection (6);

570 (b) under Section 67-5-8; and

571 (c) when age is a bona fide occupational qualification.

572 (6) ~~[Nothing]~~ (a) If the conditions of Subsection (6)(b) are met, nothing in this section
573 prohibits compulsory retirement of an employee who ~~[has attained]~~;

574 (i) attains at least 65 years of age~~;~~; and ~~[who]~~

575 (ii) for the two-year period immediately before retirement, is employed in a bona fide
576 executive or a high policymaking position~~;~~ ~~if~~].

577 (b) Subsection (6)(a) applies if:

578 ~~[(a) that]~~ (i) the employee is entitled to an immediate nonforfeitable annual retirement
579 benefit from the employee's employer's;

580 (A) pension~~;~~ plan;

581 (B) profit-sharing~~;~~ plan;

582 (C) savings~~;~~ ~~or~~ plan;

583 (D) deferred compensation plan~~;~~; or ~~[any]~~

584 (E) plans described in this Subsection (6)(b)(i) in combination [of those plans]; and
 585 [~~(b)~~] (ii) the benefit described in Subsection (6)[~~(a)~~](b)(i) equals, in the aggregate, at
 586 least \$44,000.

587 (7) It is not a discriminatory or prohibited practice to give a preference to an individual
 588 ↔ ~~↔~~ [on the basis] because ↔ ~~↔~~ of military service if that preference is given in accordance with a
 588a federal, state, or
 589 local law other than this chapter.

590 Section 5. Section **34A-5-107** is amended to read:

591 **34A-5-107. Procedure for aggrieved person to file claim -- Investigations --**
 592 **Adjudicative proceedings -- Settlement -- Reconsideration -- Determination.**

593 (1) (a) [~~Any~~] A person claiming to be aggrieved by a discriminatory or prohibited
 594 employment practice may, or that person's attorney or agent may, make, sign, and file with the
 595 division a request for agency action.

596 (b) [~~Every~~] A request for agency action shall be verified under oath or affirmation.

597 (c) A request for agency action made under this section shall be filed within 180 days
 598 after the alleged discriminatory or prohibited employment practice occurred.

599 (d) The division may transfer a request for agency action filed with the division
 600 pursuant to this section to the federal Equal Employment Opportunity Commission in
 601 accordance with the provisions of [~~any~~] a work-share agreement that is:

602 (i) between the division and the Equal Employment Opportunity Commission; and

603 (ii) in effect on the day on which the request for agency action is transferred.

604 (2) [~~Any~~] An employer, labor organization, joint apprenticeship committee, or
 605 vocational school who has an employee or member who refuses or threatens to refuse to
 606 comply with this chapter may file with the division a request for agency action asking the
 607 division for assistance to obtain the employee's or member's compliance by conciliation or
 608 other remedial action.

609 (3) (a) Before a hearing is set or held as part of [~~any~~] an adjudicative proceeding, the
 610 division shall promptly assign an investigator to attempt a settlement between the parties by
 611 conference, conciliation, or persuasion.

612 (b) If no settlement is reached under Subsection (3)(a), the investigator shall make a
 613 prompt impartial investigation of [~~all allegations~~] an allegation made in the request for agency
 614 action.

615 (c) The division and its staff, agents, and employees:

616 (i) shall conduct ~~[every]~~ an investigation in fairness to all parties and agencies
617 involved; and

618 (ii) may not attempt a settlement between the parties if it is clear that no discriminatory
619 or prohibited employment practice has occurred.

620 (d) An aggrieved party may withdraw the request for agency action ~~[prior to]~~ before the
621 issuance of a final order.

622 (4) (a) If the initial attempts at settlement are unsuccessful, and the investigator
623 uncovers insufficient evidence during the investigation to support ~~[the allegations]~~ an
624 allegation of a discriminatory or prohibited employment practice set out in the request for
625 agency action, the investigator shall formally report ~~[these findings]~~ the finding to the director
626 or the director's designee.

627 (b) Upon receipt of the investigator's report described in Subsection (4)(a), the director
628 or the director's designee may issue a determination and order for dismissal of the adjudicative
629 proceeding.

630 (c) A party may make a written request to the Division of Adjudication for an
631 evidentiary hearing to review de novo the director's or the director's designee's determination
632 and order within 30 days of the date the determination and order for dismissal is issued.

633 (d) If the director or the director's designee ~~[receives no timely]~~ does not receive a
634 request for a hearing within the time period described in Subsection (4)(c), the determination
635 and order issued by the director or the director's designee becomes the final order of the
636 commission.

637 (5) (a) If the initial attempts at settlement are unsuccessful and the investigator
638 uncovers sufficient evidence during the investigation to support ~~[the allegations]~~ an allegation
639 of a discriminatory or prohibited employment practice set out in the request for agency action,
640 the investigator shall formally report ~~[these findings]~~ this finding to the director or the
641 director's designee.

642 (b) (i) Upon receipt of the investigator's report described in Subsection (5)(a), the
643 director or the director's designee may issue a determination and order ~~Ĥ→~~ [f] based [f] ~~←Ĥ~~ on
643a ~~Ĥ→~~ [the basis of] ~~←Ĥ~~
644 the investigator's report.

645 (ii) A determination and order issued under this Subsection (5)(b) shall:

646 (A) direct the respondent to cease any discriminatory or prohibited employment
647 practice; and

648 (B) provide relief to the aggrieved party as the director or the director's designee
649 determines is appropriate.

650 ~~[(c)]~~ (d) A party may file a written request to the Division of Adjudication for an
651 evidentiary hearing to review de novo the director's or the director's designee's determination
652 and order within 30 days of the date the determination and order is issued.

653 ~~[(d)]~~ (e) If the director or the director's designee ~~[receives no timely]~~ does not receive a
654 request for a hearing within the time period described in Subsection (5)(d), the determination
655 and order issued by the director or the director's designee in accordance with Subsection (5)(b)
656 becomes the final order of the commission.

657 (6) In ~~[any]~~ an adjudicative proceeding to review the director's or the director's
658 designee's determination that a prohibited employment practice has occurred, the division shall
659 present the factual and legal basis of the determination or order issued under Subsection (5).

660 (7) (a) ~~[Prior to]~~ Before the commencement of an evidentiary hearing~~[-(i)]~~, the party
661 filing the request for agency action may reasonably and fairly amend ~~[any]~~ an allegation~~[-and]~~.

662 ~~[(ii) the]~~ (b) The respondent may amend its answer~~[-]~~:

663 ~~[(b) An amendment permitted under this Subsection (7) may be made:]~~

664 (i) during or after ~~[a]~~ an evidentiary hearing; and

665 (ii) only with permission of the presiding officer.

666 (8) (a) If, upon all the evidence at a hearing, the presiding officer finds that a
667 respondent has not engaged in a discriminatory or prohibited employment practice, the
668 presiding officer shall issue an order dismissing the request for agency action containing the
669 allegation of a discriminatory or prohibited employment practice.

670 (b) The presiding officer may order that the respondent be reimbursed by the
671 complaining party for the respondent's ~~[attorneys']~~ attorney fees and costs.

672 (9) (a) If upon all the evidence at the hearing, the presiding officer finds that a
673 respondent has engaged in a discriminatory or prohibited employment practice, the presiding
674 officer;

675 (i) shall issue an order requiring the respondent to:

676 (a) cease any discriminatory or prohibited employment practice; and

677 (b) provide relief to the complaining party, including:

678 (i) reinstatement;

679 (ii) back pay and benefits;

680 (iii) ~~[attorneys']~~ attorney fees; and

681 (iv) costs.

682 (10) Conciliation between the parties is to be urged and facilitated at all stages of the
683 adjudicative process.

684 (11) (a) Either party may file with the Division of Adjudication a written request for
685 review before the commissioner or Appeals Board of the order issued by the presiding officer
686 in accordance with:

687 (i) Section 63-46b-12; and

688 (ii) Chapter 1, Part 3, Adjudicative Proceedings.

689 (b) If there is no timely request for review, the order issued by the presiding officer
690 becomes the final order of the commission.

691 (12) An order of the commission under Subsection (11)(a) is subject to judicial review
692 as provided in:

693 (a) Section 63-46b-16; and

694 (b) Chapter 1, Part 3, Adjudicative Proceedings.

695 (13) The commission ~~[shall have authority to]~~ may make rules concerning procedures
696 under this chapter in accordance with Title 63, Chapter 46a, Utah Administrative Rulemaking
697 Act.

698 (14) The commission and its staff may not divulge or make public ~~[any]~~ information
699 gained from ~~[any]~~ an investigation, settlement negotiation, or proceeding before the
700 commission except as provided in Subsections (14)(a) through (d).

701 (a) Information used by the director or the director's designee in making ~~[any]~~ a
702 determination may be provided to all interested parties for the purpose of preparation for and
703 participation in proceedings before the commission.

704 (b) General statistical information may be disclosed ~~[provided the identities of the~~
705 ~~individuals or parties are]~~ if the identity of an individual or party is not disclosed.

706 (c) Information may be disclosed for inspection by the attorney general or ~~[other]~~
707 another legal ~~[representatives]~~ representative of the state or the commission.

708 (d) Information may be disclosed for information and reporting requirements of the
709 federal government.

710 (15) The procedures contained in this section are the exclusive remedy under state law
711 for employment discrimination ~~it~~ **→** [f] **based upon** [f] ~~on the basis of~~ **←** ~~it~~ :

712 (a) race;

713 (b) color;

714 (c) sex;

715 (d) retaliation;

716 (e) pregnancy, childbirth, or pregnancy-related conditions;

717 (f) age;

718 (g) religion;

719 (h) national origin; [or]

720 (i) disability[-]; or

721 (j) military service.

722 (16) (a) The commencement of an action under federal law for relief ~~it~~ **→** [f] **based upon**
722a **any** [f]

723 ~~on the basis of an~~ **←** ~~it~~ act prohibited by this chapter bars the commencement or continuation of
724 [any] an adjudicative proceeding before the commission in connection with the same [claims]
725 claim under this chapter.

726 (b) The transfer of a request for agency action to the Equal Employment Opportunity
727 Commission in accordance with Subsection (1)(d) is considered the commencement of an
728 action under federal law for purposes of Subsection (16)(a).

729 (c) Nothing in this Subsection (16) is intended to alter, amend, modify, or impair the
730 exclusive remedy provision set forth in Subsection (15).

731 Section 6. Section **67-19-6.3** is amended to read:

732 **67-19-6.3. Equal employment opportunity plan.**

733 (1) In conjunction with the director's duties under Section 67-19-6, and
734 notwithstanding the general prohibition in Subsection 34A-5-106(3)[(c)](d), the executive
735 director shall prepare an equal employment opportunity plan for state employment consistent
736 with the guidelines provided in federal equal employment opportunity laws and in related
737 federal regulations.

738 (2) The equal employment opportunity plan required by this section applies only to

739 state career service employees described in Section 67-19-15.

740 (3) The Legislature shall review the equal employment opportunity plan required by
741 this section before it may be implemented.

742 (4) Nothing in this section requires the establishment of hiring quotas or preferential
743 treatment of any identifiable group.

S.B. 166 1st Sub. (Green) - Nondiscrimination Amendments

Fiscal Note

2008 General Session

State of Utah

State Impact

Enactment of this bill will not require additional appropriations.

Individual, Business and/or Local Impact

Enactment of this bill likely will not result in direct, measurable costs and/or benefits for individuals, businesses, or local governments.
