

STATE OF OKLAHOMA

2nd Session of the 57th Legislature (2020)

HOUSE BILL 3534

By: Pittman

AS INTRODUCED

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

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

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

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

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

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