

STATE OF OKLAHOMA

2nd Session of the 58th Legislature (2022)

SENATE BILL 1776

By: Dahm

AS INTRODUCED

An Act relating to vaccinations and immunizations; amending 25 O.S. 2011, Section 1101, which relates to discrimination in employment; modifying language to include vaccination and immunity status; amending 25 O.S. 2011, Section 1302, which relates to discriminatory practices; adding vaccination and immunity status to discriminatory practices; and declaring an emergency.

SECTION 1. AMENDATORY 25 O.S. 2011, Section 1101, is amended to read as follows:

Section 1101. A. This act provides for exclusive remedies within the state of the policies for individuals alleging discrimination in employment on the basis of race, color, national origin, sex, religion, creed, age, disability, or genetic information, vaccination status or immunization status.

B. This act shall be construed according to the fair import of its terms to further the general purposes stated in this section and the special purposes of the particular provision involved.

SECTION 2. AMENDATORY 25 O.S. 2011, Section 1302, is amended to read as follows:

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

3 1. To fail or refuse to hire, to discharge, or otherwise to
4 discriminate against an individual with respect to compensation or
5 the terms, conditions, privileges or responsibilities of employment,
6 because of race, color, religion, sex, national origin, age, genetic
7 information, vaccination status, immunization status or disability,
8 unless the employer can demonstrate that accommodation for the
9 disability would impose an undue hardship on the operation of the
10 business of such employer; or

11 2. To limit, segregate, or classify an employee or applicant
12 for employment in a way which would deprive or tend to deprive an
13 individual of employment opportunities or otherwise adversely affect
14 the status of an employee, because of race, color, religion, sex,
15 national origin, age, genetic information, vaccination status,
16 immunization status or disability, unless the employer can
17 demonstrate that accommodation for the disability would impose an
18 undue hardship on the operation of the business of such employer.

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

22 SECTION 3. It being immediately necessary for the preservation
23 of the public peace, health or safety, an emergency is hereby
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1 declared to exist, by reason whereof this act shall take effect and
2 be in full force from and after its passage and approval.

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