

REVENUE: No revenue impact

FISCAL: No fiscal impact

Action:	Do Pass
Vote:	6 - 0 - 1
Yeas:	Edwards C., Esquivel, Holvey, Rosenbaum, Smith P., Schaufler
Nays:	0
Exc.:	Berger
Prepared By:	Theresa Van Winkle, Administrator
Meeting Dates:	2/7, 2/26

WHAT THE MEASURE DOES: Allows compensatory and punitive damages and other relief for unlawful employment practices based on race, religion, color, sex, national origin, marital status, or age.

ISSUES DISCUSSED:

- Process of filing protected class complaints
- Protections for employees who work in municipalities that have enacted gender diversity ordinances
- Federal civil rights law

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: Current statute establishes unlawful discrimination based on a protected class in a variety of areas such as real estate transactions, public accommodations, and workers compensation, but not for employment practices. HB 2260 aligns remedies available for employment discrimination based on an employee's protected class (race, religion, color, sex, national origin, marital status, or age) with those that are already available for similar types of discrimination. The bill would enable those who suffer employment discrimination based on a protected class to recover \$200 or actual compensatory damages, and would also allow the recovery of punitive damages if the employee can meet the test required by law to plead these damages.

Federal civil rights law already allows for recovery of certain amounts of compensatory damages for protected class discrimination under Title VII of the Civil Rights Act of 1964. Federal law applies to employers with 15 or more employees, while state civil rights law applies to employers with one or more employees.