

1 HB26
2 127406-1
3 By Representative Todd
4 RFD: Judiciary
5 First Read: 07-FEB-12
6 PFD: 12/01/2011

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8 SYNOPSIS: This bill would prohibit employment
9 discrimination against state employees and teachers
10 based on gender identity or sexual orientation.
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12 A BILL
13 TO BE ENTITLED
14 AN ACT
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16 To prohibit discrimination against state employees
17 and teachers in hiring practices.

18 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

19 Section 1. For purposes of this act, the following
20 terms shall have the following meanings:

21 (1) GENDER IDENTITY OR EXPRESSION. A person's
22 gender-related self-identity, appearance, expression, or
23 behavior, regardless of the person's assigned sex at birth.

24 (2) SEXUAL ORIENTATION. A person's real or perceived
25 heterosexuality, homosexuality, or bisexuality.

26 Section 2. It shall be an unlawful discriminatory
27 practice for the State of Alabama in hiring state employees

1 and teachers to fail or refuse to procure, refer, recruit, or
2 place for employment, or otherwise discriminate against, an
3 individual because of his or her sexual orientation or gender
4 identity or expression, or classify or refer for employment an
5 individual on the basis of sexual orientation or gender
6 identity or expression.

7 Section 3. This act shall become effective on the
8 first day of the third month following its passage and
9 approval by the Governor, or its otherwise becoming law.