

Regular Session, 2010

SENATE BILL NO. 44

BY SENATOR MURRAY

EMPLOYMENT. Provides elements of conspiracy to violate the Louisiana Employment Discrimination Law. (8/15/10)

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AN ACT

To enact R.S. 23:304, relative to employment discrimination; to provide for elements of conspiracy to violate the Louisiana Employment Discrimination Law; to provide for retroactive effect; and to provide for related matters.

Be it enacted by the Legislature of Louisiana:

Section 1. R.S. 23:304 is hereby enacted to read as follows:

**§304. Conspiracy to violate Louisiana Employment Discrimination Law**

**No person shall conspire to accomplish any of the following:**

**(1) Retaliation or discrimination in any manner against a person because he has opposed a practice declared unlawful by this Chapter, or because he has made a charge, filed a complaint, testified, assisted, or participated in any manner in any investigation, proceeding, or hearing under this Chapter.**

**(2) Aid, abet, incite, compel, or coerce a person to engage in any of the acts or practices declared unlawful by this Chapter.**

**(3) Obstruction or prevention of a person from complying with the provisions of this Chapter or any order issued thereunder.**

1           Section 2. This Act shall have retroactive effect, as well as prospective effect,  
2 beginning on its effective date.

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The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Mary Dozier O'Brien.

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DIGEST

Present law provides no prohibition regarding conspiracy to violate the Louisiana Employment Discrimination Law.

Proposed law provides that no person shall conspire to do any of the following:

- (1) Retaliate or discriminate against any person because he has participated in any manner in any investigation, proceeding, or hearing under this Chapter.
- (2) Aid, abet, incite, compel, or coerce a person to violate this Chapter.
- (3) Obstruct or prevent anyone from complying with the provisions of this Chapter.

Provides that the provisions of the Act are to have retroactive effect and prospective effect from the effective date.

Effective August 15, 2010.

(Adds R.S. 23:304)