

House File 532 - Introduced

HOUSE FILE _____
BY FORD

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to unfair or discriminatory employment practices
2 based upon a person's marital or family status.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
4 TLSB 2454HH 82
5 rh/je/5

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1 1 Section 1. Section 216.6, subsection 1, paragraphs a and
1 2 c, Code 2007, are amended to read as follows:
1 3 a. Person to refuse to hire, accept, register, classify,
1 4 or refer for employment, to discharge any employee, or to
1 5 otherwise discriminate in employment against any applicant for
1 6 employment or any employee because of the age, race, creed,
1 7 color, sex, marital or family status, national origin,
1 8 religion, or disability of such applicant or employee, unless
1 9 based upon the nature of the occupation. If a person with a
1 10 disability is qualified to perform a particular occupation, by
1 11 reason of training or experience, the nature of that
1 12 occupation shall not be the basis for exception to the unfair
1 13 or discriminating practices prohibited by this subsection.
1 14 c. Employer, employment agency, labor organization, or the
1 15 employees, agents, or members thereof to directly or
1 16 indirectly advertise or in any other manner advocate or
1 17 publicize that individuals of any particular age, race, creed,
1 18 color, sex, marital or family status, national origin,
1 19 religion, or disability are unwelcome, objectionable, not
1 20 acceptable, or not solicited for employment or membership
1 21 unless based on the nature of the occupation. If a person
1 22 with a disability is qualified to perform a particular
1 23 occupation by reason of training or experience, the nature of
1 24 that occupation shall not be the basis for exception to the
1 25 unfair or discriminating practices prohibited by this
1 26 subsection.
1 27 An employer, employment agency, or their employees,
1 28 servants, or agents may offer employment or advertise for
1 29 employment to only persons with disabilities, when other
1 30 applicants have available to them other employment compatible
1 31 with their ability which would not be available to persons
1 32 with disabilities because of their disabilities. Any such
1 33 employment or offer of employment shall not discriminate among
1 34 persons with disabilities on the basis of race, color, creed,
1 35 sex, marital or family status, or national origin.

2 1 EXPLANATION

2 2 This bill relates to unfair or discriminatory employment
2 3 practices based upon a person's marital or family status.
2 4 The bill prohibits unfair or discriminatory employment
2 5 practices relating to the hiring, employment, and discharge of
2 6 a person based upon the person's marital or family status.
2 7 The bill prohibits an employer, employment agency, or labor
2 8 organization from directly or indirectly advertising or in any
2 9 other manner indicating or publicizing that persons of any
2 10 particular marital or family status are unwelcome,
2 11 objectionable, not acceptable, or not solicited for employment
2 12 or membership based on the nature of the occupation.
2 13 The bill prohibits an employer or employment agency from
2 14 discriminating among persons with disabilities on the basis of
2 15 marital or family status.
2 16 LSB 2454HH 82
2 17 rh:nh/je/5.1