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1	H.801
2	Introduced by Representatives Gonzalez of Winooski, Chesnut-Tangerman of
3	Middletown Springs, Davis of Washington, and Pearson of
4	Burlington
5	Referred to Committee on
6	Date:
7	Subject: Labor; fair employment practices
8	Statement of purpose of bill as introduced: This bill proposes to prohibit
9	employers from making nonjob-related inquiries that indicate a preference,
10	limitation, specification, or discrimination based on a protected characteristic.
11	An act relating to fair employment practices
12	It is hereby enacted by the General Assembly of the State of Vermont:
13	Sec. 1. 21 V.S.A. § 495 is amended to read:
14	§ 495. UNLAWFUL EMPLOYMENT PRACTICE
15	(a) It shall be unlawful employment practice, except where a bona fide
16	occupational qualification requires persons of a particular race, color, religion,
17	national origin, sex, sexual orientation, gender identity, ancestry, place of birth
18	age, or physical or mental condition:

(2) For any person seeking employees or for any employment agency or
labor organization to cause to be printed, published, or circulated any notice or
advertisement relating to employment or membership indicating, or to make
any nonjob-related inquiry of an employee or prospective employee that
indicates any preference, limitation, specification, or discrimination based
upon race, color, religion, ancestry, national origin, sex, sexual orientation,
gender identity, place of birth, age, or disability, or an intent to make any such
preference, limitation, specification, or discrimination;
* * *
Sec. 2. EFFECTIVE DATE
This act shall take effect on July 1, 2016.