1	S.165
2	Introduced by Senators Balint, Bray, and Campion
3	Referred to Committee on
4	Date:
5	Subject: Labor; fair employment practices
6	Statement of purpose of bill as introduced: This bill proposes to prohibit
7	employers from making nonjob-related inquiries that indicate a preference,
8	limitation, specification, or discrimination based on a protected characteristic.
9	An act relating to fair employment practices
10	It is hereby enacted by the General Assembly of the State of Vermont:
11	Sec. 1. 21 V.S.A. § 495 is amended to read:
12	§ 495. UNLAWFUL EMPLOYMENT PRACTICE
13	(a) It shall be unlawful employment practice, except where a bona fide
14	occupational qualification requires persons of a particular race, color, religion,
15	national origin, sex, sexual orientation, gender identity, ancestry, place of birth
16	age, or physical or mental condition:
17	* * *
18	(2) For any person seeking employees or for any employment agency or
19	labor organization to cause to be printed, published, or circulated any notice or
20	advertisement relating to employment or membership indicating, or to make

1	any nonjob-related inquiry of an employee or prospective employee that
2	indicates any preference, limitation, specification, or discrimination based
3	upon race, color, religion, ancestry, national origin, sex, sexual orientation,
4	gender identity, place of birth, age, or disability, or an intent to make any such
5	preference, limitation, specification, or discrimination;
6	* * *
7	Sec. 2. EFFECTIVE DATE
8	This act shall take effect on July 1, 2016.