

RETALIATION PROVISIONS BEFORE THE 2013 AMENDMENT

The public accommodations portion of the statute, 9 V.S.A. §4502(c)(4) had a section prohibiting discrimination based on filing a charge or engaging in protected activity.

The fair housing section, consistent with federal law, prohibited "coercing, intimidating, threatening or interfering... in the exercise of rights or for having filed a charge." 9 V.S.A. §4503(a)(5).

Both of these sections were repealed in 2013.

2013 AMENDMENT (created a single section for retaliation).

§4506(e) **Retaliation prohibited.** A person shall not discriminate against any individual because that individual:

- (1) has opposed any act or practice that is prohibited under section 4502 or 4503 of this title;
- (2) has lodged a complaint or has testified, assisted, or participated in any manner with the Human Rights Commission in an investigation of acts or practices prohibited by chapter 139 of this title;
- (3) is known by the person to be about to lodge a complaint, testify, assist or participate in any manner in an investigation of acts or practices prohibited by chapter 139 of this title; or
- (4) is believed by the person to have acted as described in subsection (1) through (3) of this subsection.

HRC PROPOSED AMENDMENT

§4506(e) **Retaliation prohibited.** A person shall not coerce, threaten, interfere or otherwise discriminate against any individual ~~because that individual:~~

- (1) in the exercise or enjoyment of any right granted or protected by this Chapter; or
- (2) who has opposed any act or practice that is prohibited under section 4502 or 4503 of this title; or
- (3) who has lodged a complaint or has testified, assisted, participated in any manner with the Human Rights Commission in an investigation of acts or practices prohibited by chapter 139 of this title; or
- (4) who is known by the person to be about to lodge a complaint, testify, assist or participate in any manner in an investigation of acts or practices prohibited by chapter 139 of this title; or
- (5) who is believed by the person to have acted as described in subsection (1) through ~~(3)-(4)~~ of this subsection.