

Hi Amy, Ellen, and Marc,

As promised earlier this morning, I am providing some additional information about protected classes of persons for the Committee to consider incorporating into the new Criterion 9(N). Please feel free to circulate to the rest of the Committee members as you deem appropriate.

I attached to this email three statutes: 21 VSA 495 (Unlawful Employment Practices), 21 VSA 495i (Employment Based on Credit Information; Prohibitions), and 9 VSA 4502 (Public Accommodations). Collectively, they set forth the following list of protected classes:

1. Race
2. Creed
3. Color
4. National origin
5. Marital status
6. Sex
7. Sexual orientation
8. Gender identity
9. Disability/Physical or mental condition
10. Religion
11. Ancestry
12. Place of birth
13. Age
14. Crime victim status
15. HIV-related blood test
16. Credit history/Credit report, which have specific definitions

Socioeconomic status is not listed (the closest thing is credit history/credit report ), but could easily be added if the Committee wanted. Each of the attached statutes contain their own list of the protected persons. They do not reference a stand alone list somewhere else in statute. So, the new Criterion 9(M) could take that approach and simply also include socioeconomic status.

If you have any questions, please feel free to let either Greg, Diane (both cc'd), or I know.

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