

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on General, Housing, and Military Affairs to which was  
3 referred House Bill No. 329 entitled “An act relating to amending the  
4 prohibitions against discrimination” respectfully reports that it has considered  
5 the same and recommends that the bill be amended by striking out all after the  
6 enacting clause and inserting in lieu thereof the following:

7 Sec. 1. 21 V.S.A. § 495 is amended to read:

8 § 495. UNLAWFUL EMPLOYMENT PRACTICE

9 (a) It shall be unlawful employment practice, except where a bona fide  
10 occupational qualification requires persons of a particular race, color, religion,  
11 national origin, sex, sexual orientation, gender identity, ancestry, place of birth,  
12 age, crime victim status, or physical or mental condition:

13 (1) For any employer, employment agency, or labor organization to  
14 harass or discriminate against any individual because of race, color, religion,  
15 ancestry, national origin, sex, sexual orientation, gender identity, place of birth,  
16 crime victim status, or age or against a qualified individual with a disability;

17 \* \* \*

18 (3) For any employment agency to fail or refuse to classify properly or  
19 refer for employment or to otherwise harass or discriminate against any  
20 individual because of race, color, religion, ancestry, national origin, sex, sexual

1 orientation, gender identity, place of birth, crime victim status, or age or  
2 against a qualified individual with a disability;

3 (4) For any labor organization, because of race, color, religion, ancestry,  
4 national origin, sex, sexual orientation, gender identity, place of birth, crime  
5 victim status, or age to harass or discriminate against any individual or against  
6 a qualified individual with a disability or to limit, segregate, or qualify its  
7 membership;

8 \* \* \*

9 (8) ~~Retaliation prohibited.~~ An employer, employment agency, or labor  
10 organization shall not discharge or in any other manner harass or discriminate  
11 against any employee because the employee:

12 \* \* \*

13 (i) An employee shall not be required to demonstrate the existence of  
14 another employee or individual to whom the employee's treatment can be  
15 compared in determining whether a violation of the provisions of this section  
16 occurred.

17 (j) Notwithstanding any State or federal judicial precedent to the contrary:

18 (1) the provisions of this section shall be construed liberally to  
19 accomplish its remedial purposes and any exceptions and exemptions to the  
20 provisions of this section shall be construed narrowly in order to maximize the  
21 deterrence of discriminatory behavior;



1                 (B) Sexual harassment need not be severe or pervasive in order to be  
2                 unlawful pursuant to this subchapter.

3   \* \* \*

4                 (16) “Harass” means to engage in unwelcome conduct based on an  
5                 employee’s race, color, religion, national origin, sex, sexual orientation, gender  
6                 identity, ancestry, place of birth, age, crime victim status, or physical or mental  
7                 condition that interferes with the employee’s work or creates a work  
8                 environment that is intimidating, hostile, or offensive. In determining whether  
9                 conduct constitutes harassment:

10                (A) The determination shall be made on the basis of the record as a  
11                whole, according to the totality of the circumstances, and a single incident may  
12                constitute unlawful harassment.

13                (B) Incidents that may be harassment shall be considered in the  
14                aggregate with varying types of conduct and conduct based on multiple  
15                characteristics viewed in totality, rather than in isolation.

16                (C) Conduct may constitute harassment, regardless of whether:

- 17                        (i) the complaining employee is the individual being harassed;  
18                        (ii) the complaining employee acquiesced or otherwise submitted  
19                        to or participated in the conduct;  
20                        (iii) the conduct is also experienced by others outside the  
21                        protected class involved in the conduct;

1                    (iv) the complaining employee was able to continue carrying out  
2                    the employee’s job duties and responsibilities despite the conduct;

3                    (v) the conduct resulted in a physical or psychological injury; or

4                    (vi) the conduct occurred outside the workplace.

5                    Sec. 3. 9 V.S.A. § 4500 is amended to read:

6                    § 4500. LEGISLATIVE INTENT

7                    (a) The provisions of this chapter establishing legal standards, duties, and  
8                    requirements with respect to persons with disabilities in places of public  
9                    accommodation as defined in this chapter, except those provisions relating to  
10                    remedies, are intended to implement and to be construed so as to be consistent  
11                    with the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. and  
12                    regulations promulgated under that ~~act~~ Act, and are not intended to impose  
13                    additional or higher standards, duties, or requirements than that ~~act~~ Act.

14                    (b) Subsections 4502(b) and (c) of this title shall not be construed to create  
15                    or impose on governmental entities additional or higher standards, duties, or  
16                    requirements than that imposed by Title II of the Americans with Disabilities  
17                    Act.

18                    (c) Notwithstanding any State or federal judicial precedent to the contrary,  
19                    the provisions of this chapter shall be construed liberally to accomplish its  
20                    remedial purposes and any exceptions and exemptions to the provisions of this

1 chapter shall be construed narrowly in order to maximize the deterrence of  
2 discriminatory behavior.

3 **Sec. 4. 9 V.S.A. § 4503 is amended to read:**

4 **§ 4503. UNFAIR HOUSING PRACTICES**

5 (a) It shall be unlawful for any person:

6 \* \* \*

7 (2) To discriminate against, or to harass, any person in the terms,  
8 conditions, privileges, and protections of the sale or rental of a dwelling or  
9 other real estate, or in the provision of services or facilities in connection  
10 ~~therewith~~ with a dwelling or other real estate, because of the race, sex, sexual  
11 orientation, gender identity, age, marital status, religious creed, color, national  
12 origin, or disability of a person, or because a person intends to occupy a  
13 dwelling with one or more minor children, or because a person is a recipient of  
14 public assistance, or because a person is a victim of abuse, sexual assault, or  
15 stalking.

16 \* \* \*

17 (d)(1) As used in this section, “harass” means to engage in unwelcome  
18 conduct that detracts from, undermines, or interferes with the person’s terms,  
19 conditions, privileges, or protections in the sale or rental of a dwelling or other  
20 real estate, or in the provision of services or facilities in connection with a  
21 dwelling or other real estate, because of the person’s race, sex, sexual

1 orientation, gender identity, age, marital status, religious creed, color, national  
2 origin, or disability, or because the person intends to occupy a dwelling with  
3 one or more minor children, or because the person is a recipient of public  
4 assistance, or because the person is a victim of abuse, sexual assault, or  
5 stalking.

6 (2) Notwithstanding any judicial precedent to the contrary, harassing  
7 conduct need not be severe or pervasive to be unlawful pursuant to the  
8 provisions of this section. In determining whether conduct constitutes  
9 unlawful harassment:

10 (A) The determination shall be made on the basis of the record as a  
11 whole, according to the totality of the circumstances, and a single incident may  
12 constitute unlawful harassment.

13 (B) Incidents that may be harassment shall be considered in the  
14 aggregate with varying types of conduct and conduct based on multiple  
15 characteristics viewed in totality, rather than in isolation.

16 (C) Conduct may constitute unlawful harassment, regardless of  
17 whether:

18 (i) the complaining person is the person being harassed;

19 (ii) the complaining person acquiesced or otherwise submitted to  
20 or participated in the conduct;

1                    (iii) the conduct is also experienced by others outside the  
2 protected class involved in the conduct;

3                    (iv) the complaining person was able to enjoy the benefit of  
4 applicable terms, conditions, privileges, or protections in the sale or rental of  
5 the dwelling or other real estate, or to obtain services or facilities in connection  
6 with the dwelling or other real estate, despite the conduct;

7                    (v) the conduct resulted in a physical or psychological injury; or

8                    (vi) the conduct occurred outside the dwelling or other real estate.

9                    Sec. 5. 12 V.S.A. § 525 is added to read:

10                    § 525. ACTIONS BASED ON DISCRIMINATION

11                    An action under 9 V.S.A. § 4506(a) or 21 V.S.A. § 495b shall be  
12 commenced within six years after the cause of action accrues and not after.

13                    Sec. 6. EFFECTIVE DATE

14                    This act shall take effect on July 1, 2022.

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18                    (Committee vote: \_\_\_\_\_)

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\_\_\_\_\_  
Representative \_\_\_\_\_  
FOR THE COMMITTEE