

1 H.132

2 An act relating to prohibiting discrimination against persons without homes

3 It is hereby enacted by the General Assembly of the State of Vermont:

4 Sec. 1. 9 V.S.A. § 4501 is amended to read:

5 § 4501. DEFINITIONS

6 As used in this chapter:

7 * * *

8 (12)(A) “Harass” means to engage in unwelcome conduct that detracts
9 from, undermines, or interferes with a person’s:

10 (i) use of a place of public accommodation or any of the
11 accommodations, advantages, facilities, or privileges of a place of public
12 accommodation because of the person’s race, creed, color, national origin,
13 housing status, marital status, sex, sexual orientation, gender identity, or
14 disability; or

15 (ii) terms, conditions, privileges, or protections in the sale or rental
16 of a dwelling or other real estate, or in the provision of services or facilities in
17 connection with a dwelling or other real estate, because of the person’s race,
18 sex, sexual orientation, gender identity, age, housing status, marital status,
19 religious creed, color, national origin, or disability, or because the person
20 intends to occupy a dwelling with one or more minor children, or because the

1 person is a recipient of public assistance, or because the person is a victim of
2 abuse, sexual assault, or stalking.

3 * * *

4 (13) "Housing status" means the actual or perceived status of being
5 homeless, being a homeless individual, or being a homeless person, as defined
6 in 42 U.S.C. § 11302.

7 Sec. 2. 9 V.S.A. § 4502 is amended to read:

8 § 4502. PUBLIC ACCOMMODATIONS

9 (a) An owner or operator of a place of public accommodation or an agent
10 or employee of ~~such an~~ owner or operator shall not, because of the race, creed,
11 color, national origin, housing status, marital status, sex, sexual orientation, or
12 gender identity of any person, refuse, withhold from, or deny to that person
13 any of the accommodations, advantages, facilities, and privileges of the place
14 of public accommodation.

15 * * *

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

17 § 4503. UNFAIR HOUSING PRACTICES

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

19 (1) To refuse to sell or rent, or refuse to negotiate for the sale or rental
20 of, or otherwise make unavailable or deny, a dwelling or other real estate to
21 any person because of the race, sex, sexual orientation, gender identity, age,

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

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

14 (3) To make, print, or publish, or cause to be made, printed, or published
15 any notice, statement, or advertisement, with respect to the sale or rental of a
16 dwelling or other real estate that indicates any preference, limitation, or
17 discrimination based on race, sex, sexual orientation, gender identity, age,
18 housing status, marital status, religious creed, color, national origin, or
19 disability of a person, or because a person intends to occupy a dwelling with
20 one or more minor children, or because a person is a recipient of public
21 assistance, or because a person is a victim of abuse, sexual assault, or stalking.

1 membership, or participation, on account of race, sex, sexual orientation,
2 gender identity, age, housing status, marital status, religious creed, color,
3 national origin, or disability of a person, or because a person is a recipient of
4 public assistance, or because a person is a victim of abuse, sexual assault, or
5 stalking.

6 * * *

7 (12) To discriminate in land use decisions or in the permitting of
8 housing because of race, sex, sexual orientation, gender identity, age, housing
9 status, marital status, religious creed, color, national origin, disability, the
10 presence of one or more minor children, income, or because of the receipt of
11 public assistance, or because a person is a victim of abuse, sexual assault, or
12 stalking, except as otherwise provided by law.

13 * * *

14 Sec. 4. 10 V.S.A. § 601 is amended to read:

15 § 601. DEFINITIONS

16 The following words and terms, unless the context clearly indicates a
17 different meaning, ~~shall~~ have the following meaning:

18 * * *

19 (11) “Persons and families of low and moderate income” means persons
20 and families irrespective of race, creed, national origin, sex, sexual orientation,
21 housing status, or gender identity deemed by the Agency to require such

1 assistance as is made available by this chapter on account of insufficient
2 personal or family income, taking into consideration, without limitation, such
3 factors as:

4 * * *

5 (20) “Housing status” means the actual or perceived status of being
6 homeless, being a homeless individual, or being a homeless person, as defined
7 in 42 U.S.C. § 11302.

8 Sec. 5. 21 V.S.A. § 495 is amended to read:

9 § 495. UNLAWFUL EMPLOYMENT PRACTICE

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

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

20 (2) For any person seeking employees or for any employment agency or
21 labor organization to cause to be printed, published, or circulated any notice or

1 advertisement relating to employment or membership indicating any
2 preference, limitation, specification, or discrimination based upon race, color,
3 religion, ancestry, national origin, housing status, sex, sexual orientation,
4 gender identity, place of birth, crime victim status, age, or disability.

5 (3) For any employment agency to fail or refuse to classify properly or
6 refer for employment or to otherwise harass or discriminate against any
7 individual because of race, color, religion, ancestry, national origin, housing
8 status, sex, sexual orientation, gender identity, place of birth, crime victim
9 status, or age or against a qualified individual with a disability.

10 (4) For any labor organization to limit, segregate, or qualify its
11 membership with respect to any individual because of race, color, religion,
12 ancestry, national origin, housing status, sex, sexual orientation, gender
13 identity, place of birth, crime victim status, or age or against a qualified
14 individual with a disability.

15 * * *

16 Sec. 6. 21 V.S.A. § 495d is amended to read:

17 § 495d. DEFINITIONS

18 As used in this subchapter:

19 * * *

20 (16) “Harass” means to engage in unwelcome conduct based on an
21 employee’s race, color, religion, national origin, housing status, sex, sexual

1 orientation, gender identity, ancestry, place of birth, age, crime victim status,
2 or physical or mental condition that interferes with the employee's work or
3 creates a work environment that is intimidating, hostile, or offensive. In
4 determining whether conduct constitutes harassment:

5 * * *

6 (17) "Housing status" means the actual or perceived status of being
7 homeless, being a homeless individual, or being a homeless person, as defined
8 in 42 U.S.C. § 11302.

9 Sec. 7. 33 V.S.A. § 101 is amended to read:

10 § 101. POLICY

11 It is the policy of the State of Vermont that:

12 * * *

13 (3)(A) Assistance and benefits shall be administered promptly, with due
14 regard for the preservation of family life, and without restriction of individual
15 rights or discrimination on account of race, religion, political affiliation,
16 housing status, or place of residence within the State.

17 (B) As used in this subdivision (3), "housing status" means the actual
18 or perceived status of being homeless, being a homeless individual, or being a
19 homeless person, as defined in 42 U.S.C. § 11302.

20 * * *

1 Sec. 8. EFFECTIVE DATE

2 This act shall take effect on July 1, 2024.