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H.60

Introduced by Representatives Higley of Lowell, Burt of Cabot, Casey of
Hubbardton, Coffin of Cavendish, Dobrovich of Williamstown,
Morgan, L. of Milton, Nielsen of Brandon, Oliver of Sheldon,
Parsons of Newbury, Powers of Waterford, Southworth of
Walden, and Tagliavia of Corinth

Referred to Committee on

Date:

Subject: Labor; employment practices; commerce and trade; public
accommodations; discrimination; immunization status

Statement of purpose of bill as introduced: This bill proposes to prohibit
discrimination in employment and public accommodations on the basis of an
individual's immunization status.

An act relating to prohibiting discrimination based on immunization status

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

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

§ 4501. DEFINITIONS

As used in this chapter:

* * *

1 one or more minor children, or because a person is a recipient of public
2 assistance, or because a person is a victim of abuse, sexual assault, or stalking.

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

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

20 (4) To represent to any person because of the race, sex, sexual
21 orientation, gender identity, age, marital status, religious creed, color, national

1 origin, immunization status, or disability of a person, or because a person
2 intends to occupy a dwelling with one or more minor children, or because a
3 person is a recipient of public assistance, or because a person is a victim of
4 abuse, sexual assault, or stalking, that any dwelling or other real estate is not
5 available for inspection, sale, or rental when the dwelling or real estate is in
6 fact so available.

7 * * *

8 (6) To discriminate against any person in the making or purchasing of
9 loans or providing other financial assistance for real-estate-related transactions
10 or in the selling, brokering, or appraising of residential real property, because
11 of the race, sex, sexual orientation, gender identity, age, marital status,
12 religious creed, color, national origin, immunization status, or disability of a
13 person, or because a person intends to occupy a dwelling with one or more
14 minor children, or because a person is a recipient of public assistance, or
15 because a person is a victim of abuse, sexual assault, or stalking.

16 (7) To engage in blockbusting practices, for profit, which may include
17 inducing or attempting to induce a person to sell or rent a dwelling by
18 representations regarding the entry into the neighborhood of a person or
19 persons of a particular race, sex, sexual orientation, gender identity, age,
20 marital status, religious creed, color, national origin, immunization status, or
21 disability of a person, or because a person intends to occupy a dwelling with

1 one or more minor children, or because a person is a recipient of public
2 assistance, or because a person is a victim of abuse, sexual assault, or stalking.

3 (8) To deny any person access to or membership or participation in any
4 multiple listing service, real estate brokers' organization, or other service,
5 organization, or facility relating to the business of selling or renting dwellings,
6 or to discriminate against any person in the terms or conditions of such access,
7 membership, or participation, on account of race, sex, sexual orientation,
8 gender identity, age, marital status, religious creed, color, national origin,
9 immunization status, or disability of a person, or because a person is a recipient
10 of public assistance, or because a person is a victim of abuse, sexual assault, or
11 stalking.

12 * * *

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

19 * * *

1 Sec. 4. 21 V.S.A. § 495 is amended to read:

2 § 495. UNLAWFUL EMPLOYMENT PRACTICE

3 (a) It shall be unlawful employment practice, except where a bona fide
4 occupational qualification requires ~~persons~~ individuals of a particular race,
5 color, religion, national origin, sex, sexual orientation, gender identity,
6 ancestry, place of birth, age, crime victim status, immunization status, or
7 physical or mental condition:

8 (1) For any employer, employment agency, or labor organization to
9 harass or discriminate against any individual because of race, color, religion,
10 ancestry, national origin, sex, sexual orientation, gender identity, place of birth,
11 crime victim status, immunization status, or age or against a qualified
12 individual with a disability.

13 (2) For any ~~person~~ individual seeking employees or for any employment
14 agency or labor organization to cause to be printed, published, or circulated
15 any notice or advertisement relating to employment or membership indicating
16 any preference, limitation, specification, or discrimination based upon race,
17 color, religion, ancestry, national origin, sex, sexual orientation, gender
18 identity, place of birth, crime victim status, immunization status, age, or
19 disability.

20 (3) For any employment agency to fail or refuse to classify properly or
21 refer for employment or to otherwise harass or discriminate against any

1 individual because of race, color, religion, ancestry, national origin, sex, sexual
2 orientation, gender identity, place of birth, crime victim status, immunization
3 status, or age or against a qualified individual with a disability.

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

9 * * *

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

11 § 495d. DEFINITIONS

12 As used in this subchapter:

13 * * *

14 (18) “Immunization status” means an individual’s immunization history,
15 including whether an individual has received a vaccination against one or more
16 infectious diseases.

17 Sec. 6. EFFECTIVE DATE

18 This act shall take effect on July 1, 2025.