

Introduced by

Senators Bakke, Piepkorn

Representatives Hager, Mock, O'Brien

1 A BILL for an Act to amend and reenact sections 14-02.4-01, 14-02.4-02, 14-02.4-03,
2 14-02.4-04, 14-02.4-05, 14-02.4-06, 14-02.4-08, and 14-02.4-09, subsections 1 and 2 of section
3 14-02.5-02, sections 14-02.5-03, 14-02.5-04, 14-02.5-05, 14-02.5-07, and 14-02.5-08 of the
4 North Dakota Century Code, relating to prohibition of discrimination on the basis of sexual
5 orientation.

6 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

7 **SECTION 1. AMENDMENT.** Section 14-02.4-01 of the North Dakota Century Code is
8 amended and reenacted as follows:

9 **14-02.4-01. State policy against discrimination.**

10 It is the policy of this state to prohibit discrimination on the basis of race, color, religion, sex,
11 sexual orientation, national origin, age, the presence of any mental or physical disability, status
12 with regard to marriage or public assistance, or participation in lawful activity off the employer's
13 premises during nonworking hours which is not in direct conflict with the essential
14 business-related interests of the employer; to prevent and eliminate discrimination in
15 employment relations, public accommodations, housing, state and local government services,
16 and credit transactions; and to deter those who aid, abet, or induce discrimination or coerce
17 others to discriminate.

18 **SECTION 2. AMENDMENT.** Section 14-02.4-02 of the North Dakota Century Code is
19 amended and reenacted as follows:

20 **14-02.4-02. Definitions.**

21 In this chapter, unless the context or subject matter otherwise requires:

22 1. "Age" insofar as it refers to any prohibited unfair employment or other practice means
23 at least forty years of age.

- 1 2. "Aggrieved person" includes any person who claims to have been injured by a
2 discriminatory practice.
- 3 3. "Court" means the district court in the judicial district in which the alleged
4 discriminatory practice occurred.
- 5 4. "Department" means the division of human rights within the department of labor and
6 human rights.
- 7 5. "Disability" means a physical or mental impairment that substantially limits one or
8 more major life activities, a record of this impairment, or being regarded as having this
9 impairment.
- 10 6. "Discriminatory practice" means an act or attempted act which because of race, color,
11 religion, sex, sexual orientation, national origin, age, physical or mental disability,
12 status with regard to marriage or public assistance, or participation in lawful activity off
13 the employer's premises during nonworking hours which is not in direct conflict with
14 the essential business-related interests of the employer results in the unequal
15 treatment or separation or segregation of any persons, or denies, prevents, limits, or
16 otherwise adversely affects, or if accomplished would deny, prevent, limit, or otherwise
17 adversely affect, the benefit of enjoyment by any person of employment, labor union
18 membership, public accommodations, public services, or credit transactions. The term
19 "discriminate" includes segregate or separate and for purposes of discrimination
20 based on sex, it includes sexual harassment. Sexual harassment includes unwelcome
21 sexual advances, requests for sexual favors, sexually motivated physical conduct or
22 other verbal or physical conduct or communication of a sexual nature when:
23 a. Submission to that conduct or communication is made a term or condition, either
24 explicitly or implicitly, of obtaining employment, public accommodations or public
25 services, or education;
- 26 b. Submission to or rejection of that conduct or communication by an individual is
27 used as a factor in decisions affecting that individual's employment, public
28 accommodations or public services, education, or housing; or
- 29 c. That conduct or communication has the purpose or effect of substantially
30 interfering with an individual's employment, public accommodations, public
31 services, or educational environment; and in the case of employment, the

1 employer is responsible for its acts and those of its supervisory employees if it
2 knows or should know of the existence of the harassment and fails to take timely
3 and appropriate action.

4 7. "Employee" means a person who performs services for an employer, who employs
5 one or more individuals, for compensation, whether in the form of wages, salaries,
6 commission, or otherwise. "Employee" does not include a person elected to public
7 office in the state or political subdivision by the qualified voters thereof, or a person
8 chosen by the officer to be on the officer's political staff, or an appointee on the
9 policymaking level or an immediate adviser with respect to the exercise of the
10 constitutional or legal powers of the office. Provided, "employee" does include a
11 person subject to the civil service or merit system or civil service laws of the state
12 government, governmental agency, or a political subdivision.

13 8. "Employer" means a person within the state who employs one or more employees for
14 more than one quarter of the year and a person wherever situated who employs one
15 or more employees whose services are to be partially or wholly performed in the state.

16 9. "Employment agency" means a person regularly undertaking, with or without
17 compensation, to procure employees for an employer or to procure for employees
18 opportunity to work for an employer and includes any agent of the person.

19 10. "Gender identity" means actual or perceived gender-related identity, appearance, or
20 mannerisms, or other gender-related characteristics of an individual, regardless of the
21 individual's designated gender at birth.

22 11. "Labor organization" means a person, employee representation committee, plan in
23 which employees participate, or other organization which exists solely or in part for the
24 purpose of dealing with employers concerning grievances, labor disputes, wages,
25 rates of pay, hours, or other terms or conditions of employment.

26 ~~11-12.~~ "National origin" means the place of birth of an individual or any of the individual's
27 lineal ancestors.

28 ~~12-13.~~ "Otherwise qualified person" means a person who is capable of performing the
29 essential functions of the particular employment in question.

30 ~~13-14.~~ "Person" means an individual, partnership, association, corporation, limited liability
31 company, unincorporated organization, mutual company, joint stock company, trust,

1 agent, legal representative, trustee, trustee in bankruptcy, receiver, labor organization,
2 public body, public corporation, and the state and a political subdivision and agency
3 thereof.

4 ~~14-15.~~ "Public accommodation" means every place, establishment, or facility of whatever
5 kind, nature, or class that caters or offers services, facilities, or goods to the general
6 public for a fee, charge, or gratuity. "Public accommodation" does not include a bona
7 fide private club or other place, establishment, or facility which is by its nature distinctly
8 private; provided, however, the distinctly private place, establishment, or facility is a
9 "public accommodation" during the period it caters or offers services, facilities, or
10 goods to the general public for a fee, charge, or gratuity.

11 ~~15-16.~~ "Public service" means a public facility, department, agency, board, or commission
12 owned, operated, or managed by or on behalf of this state, a political subdivision
13 thereof, or a public corporation.

14 ~~16-17.~~ "Readily achievable" means easily accomplishable and able to be carried out without
15 much difficulty or expense by a person engaged in the provision of public
16 accommodations.

17 ~~17-18.~~ "Reasonable accommodations" means accommodations by an employer that do not:
18 a. Unduly disrupt or interfere with the employer's normal operations;
19 b. Threaten the health or safety of the individual with a disability or others;
20 c. Contradict a business necessity of the employer; or
21 d. Impose undue hardship on the employer, based on the size of the employer's
22 business, the type of business, the financial resources of the employer, and the
23 estimated cost and extent of the accommodation.

24 ~~18-19.~~ "Sex" includes pregnancy, childbirth, and disabilities related to pregnancy or childbirth.

25 ~~19-20.~~ "Sexual orientation" means actual or perceived heterosexuality, bisexuality,
26 homosexuality, or gender identity.

27 21. "Status with regard to public assistance" means the condition of being a recipient of
28 federal, state, or local assistance, including medical assistance, or of being a tenant
29 receiving federal, state, or local subsidies, including rental assistance or rent
30 supplements.

1 **SECTION 3. AMENDMENT.** Section 14-02.4-03 of the North Dakota Century Code is
2 amended and reenacted as follows:

3 **14-02.4-03. Employer's discriminatory practices.**

- 4 1. It is a discriminatory practice for an employer to fail or refuse to hire an individual; to
5 discharge an employee; or to accord adverse or unequal treatment to an individual or
6 employee with respect to application, hiring, training, apprenticeship, tenure,
7 promotion, upgrading, compensation, layoff, or a term, privilege, or condition of
8 employment, because of race, color, religion, sex, sexual orientation, national origin,
9 age, physical or mental disability, status with respect to marriage or public assistance,
10 or participation in lawful activity off the employer's premises during nonworking hours
11 which is not in direct conflict with the essential business-related interests of the
12 employer.
- 13 2. It is a discriminatory practice for an employer to fail or refuse to make reasonable
14 accommodations for an otherwise qualified individual with a physical or mental
15 disability, because that individual is pregnant, or because of that individual's religion.
16 An employer is not required to provide an accommodation that would disrupt or
17 interfere with the employer's normal business operations; threaten an individual's
18 health or safety; contradict a business necessity of the employer; or impose an undue
19 hardship on the employer, taking into consideration the size of the employer's
20 business, the type of business, the financial resources of the employer, and the
21 estimated cost and extent of the accommodation.
- 22 3. This chapter does not prohibit compulsory retirement of any employee who has
23 attained sixty-five years of age, but not seventy years of age, and who, for the
24 two-year period immediately before retirement, is employed in a bona fide executive or
25 high policymaking position, if the employee is entitled to an immediate nonforfeiture
26 annual retirement benefit from a pension, profit-sharing, savings, or deferred
27 compensation plan, or any combination of those plans, of the employer of the
28 employee, which equal, in the aggregate, at least forty-four thousand dollars.
- 29 4. This chapter does not prohibit a religious organization, association, or society or a
30 nonprofit institution or organization operated, supervised, or controlled by or in

1 conjunction with a religious organization, association, or society from establishing any
2 qualifications or hiring criteria for employees and volunteers in religious positions.

3 5. This chapter does not prohibit a religious organization, association, or society from
4 limiting employment and volunteers in nonreligious positions to individuals who are of
5 the same religion.

6 6. This chapter does not prohibit a religious organization, association, or society for
7 limiting access or admission to its places of worship or its parochial schools to
8 individuals of the same religion.

9 **SECTION 4. AMENDMENT.** Section 14-02.4-04 of the North Dakota Century Code is
10 amended and reenacted as follows:

11 **14-02.4-04. Employment agency's discriminatory practices.**

12 It is a discriminatory practice for an employment agency to accord adverse or unequal
13 treatment to a person in connection with an application for employment, referral, or request for
14 assistance in procurement of employees because of race, color, religion, sex, sexual
15 orientation, national origin, age, physical or mental disability, or status with respect to marriage
16 or public assistance, or to accept a listing of employment on that basis.

17 **SECTION 5. AMENDMENT.** Section 14-02.4-05 of the North Dakota Century Code is
18 amended and reenacted as follows:

19 **14-02.4-05. Labor organization's discriminatory practices.**

20 It is a discriminatory practice for a labor organization to deny full and equal membership
21 rights to an applicant for membership or to a member; to expel, suspend, or otherwise discipline
22 a member; or to accord adverse, unlawful, or unequal treatment to a person with respect to the
23 person's hiring, apprenticeship, training, tenure, compensation, upgrading, layoff, or a term or
24 condition of employment because of race, color, religion, sex, sexual orientation, national origin,
25 age, physical or mental disability, or status with respect to marriage or public assistance.

26 **SECTION 6. AMENDMENT.** Section 14-02.4-06 of the North Dakota Century Code is
27 amended and reenacted as follows:

28 **14-02.4-06. Certain employment advertising deemed discriminatory.**

29 It is a discriminatory practice for an employer, employment agency, or labor organization, or
30 the employees, agents, or members thereof directly or indirectly to advertise or in any other
31 manner indicate or publicize that individuals of a particular race, color, religion, sex, sexual

1 orientation, national origin, age, physical or mental disability, or status with respect to marriage
2 or public assistance, or who participate in lawful activity off the employer's premises during
3 nonworking hours which activity is not in direct conflict with the essential business-related
4 interests of the employer, are unwelcome, objectionable, not acceptable, or not solicited.

5 **SECTION 7. AMENDMENT.** Section 14-02.4-08 of the North Dakota Century Code is
6 amended and reenacted as follows:

7 **14-02.4-08. Qualification based on religion, sex, sexual orientation, national origin,**
8 **physical or mental disability, or marital status.**

9 Notwithstanding sections 14-02.4-03 through 14-02.4-06, it is not a discriminatory practice
10 for an employer to fail or refuse to hire and employ an individual for a position, to discharge an
11 individual from a position, or for an employment agency to fail or refuse to refer an individual for
12 employment in a position, or for a labor organization to fail or refuse to refer an individual for
13 employment, on the basis of religion, sex, sexual orientation, national origin, physical or mental
14 disability, or marital status in those circumstances wherein which religion, sex, sexual
15 orientation, national origin, physical or mental disability, or marital status is a bona fide
16 occupational qualification reasonably necessary to the normal operation of that particular
17 business or enterprise; nor is it a discriminatory practice for an employer to fail or refuse to hire
18 and employ an individual for a position, or to discharge an individual from a position on the
19 basis of that individual's participation in a lawful activity that is off the employer's premises and
20 that takes place during nonworking hours and which is not in direct conflict with the essential
21 business-related interests of the employer, if that participation is contrary to a bona fide
22 occupational qualification that reasonably and rationally relates to employment activities and the
23 responsibilities of a particular employee or group of employees, rather than to all employees of
24 that employer.

25 **SECTION 8. AMENDMENT.** Section 14-02.4-09 of the North Dakota Century Code is
26 amended and reenacted as follows:

27 **14-02.4-09. Seniority, merit, or other measuring systems and ability tests not**
28 **discriminatory.**

29 Notwithstanding sections 14-02.4-03 through 14-02.4-06, it is not a discriminatory practice
30 for an employer to apply different standards of compensation, or different terms, conditions, or
31 privileges of employment pursuant to a bona fide seniority or merit system, or a system which

1 measures earnings by quantity or quality of production or to employees who work in different
2 locations provided that the differences are not the result of an intention to discriminate because
3 of race, color, religion, sex, sexual orientation, national origin, age, physical or mental disability,
4 status with respect to marriage or public assistance, or participation in lawful activity off the
5 employer's premises during nonworking hours; or for an employer to give and to act upon the
6 results of any professionally developed ability test; provided, that the test, its administration, or
7 action upon the results is not designed, intended, or used to discriminate because of race, color,
8 religion, sex, sexual orientation, national origin, age, physical or mental disability, status with
9 respect to marriage or public assistance, or participation in a lawful activity off the employer's
10 premises during nonworking hours.

11 **SECTION 9. AMENDMENT.** Subsections 1 and 2 of section 14-02.5-02 of the North Dakota
12 Century Code is amended and reenacted as follows:

- 13 1. A person may not refuse to sell or rent, after the making of a bona fide offer, refuse to
14 negotiate for the sale or rental of, or in any other manner make unavailable or deny a
15 dwelling to an individual because of race, color, religion, sex, sexual orientation,
16 disability, age, familial status, national origin, or status with respect to marriage or
17 public assistance.
- 18 2. A person may not discriminate against an individual in the terms, conditions, or
19 privileges of sale or rental of a dwelling or in providing services or facilities in
20 connection with a sale or rental of a dwelling because of race, color, religion, sex,
21 sexual orientation, disability, age, familial status, national origin, or status with respect
22 to marriage or public assistance.

23 **SECTION 10. AMENDMENT.** Section 14-02.5-03 of the North Dakota Century Code is
24 amended and reenacted as follows:

25 **14-02.5-03. Publication.**

26 A person may not make, print, or publish or effect the making, printing, or publishing of a
27 notice, statement, or advertisement that is about the sale or rental of a dwelling and that
28 indicates any preference, limitation, or discrimination or the intention to make a preference,
29 limitation, or discrimination because of race, color, religion, sex, sexual orientation, disability,
30 age, familial status, national origin, or status with respect to marriage or public assistance.

1 **SECTION 11. AMENDMENT.** Section 14-02.5-04 of the North Dakota Century Code is
2 amended and reenacted as follows:

3 **14-02.5-04. Inspection.**

4 A person may not represent to an individual because of race, color, religion, sex, sexual
5 orientation, disability, age, familial status, national origin, or status with respect to marriage or
6 public assistance that a dwelling is not available for inspection for sale or rental when the
7 dwelling is available for inspection.

8 **SECTION 12. AMENDMENT.** Section 14-02.5-05 of the North Dakota Century Code is
9 amended and reenacted as follows:

10 **14-02.5-05. Entry into neighborhood.**

11 A person may not, for profit, induce or attempt to induce another to sell or rent a dwelling by
12 representations regarding the entry or prospective entry into a neighborhood of an individual of
13 a particular race, color, religion, sex, sexual orientation, disability, age, familial status, national
14 origin, or status with respect to marriage or public assistance.

15 **SECTION 13. AMENDMENT.** Section 14-02.5-07 of the North Dakota Century Code is
16 amended and reenacted as follows:

17 **14-02.5-07. Residential real estate-related transaction.**

18 A person whose business includes engaging in residential real estate-related transactions
19 may not discriminate against an individual in making a real estate-related transaction available
20 or in the terms or conditions of a real estate-related transaction because of race, color, religion,
21 sex, sexual orientation, disability, age, familial status, national origin, or status with respect to
22 marriage or public assistance. A residential real estate-related transaction is the selling,
23 brokering, or appraising of residential real property or the making or purchasing of loans or the
24 provision of other financial assistance to purchase, construct, improve, repair, maintain a
25 dwelling, or to secure residential real estate. Nothing in this section prohibits a person engaged
26 in the business of furnishing appraisals of real property to take into consideration factors other
27 than race, color, religion, sex, sexual orientation, disability, age, familial status, national origin,
28 or status with respect to marriage.

29 **SECTION 14. AMENDMENT.** Section 14-02.5-08 of the North Dakota Century Code is
30 amended and reenacted as follows:

1 **14-02.5-08. Brokerage services.**

2 A person may not deny an individual access to, or membership or participation in, a
3 multiple-listing service, real estate brokers' organization, or other service, organization, or
4 facility relating to the business of selling or renting dwellings, or discriminate against an
5 individual in the terms or conditions of access, membership, or participation in the organization,
6 service, or facility because of race, color, religion, sex, sexual orientation, disability, age, familial
7 status, national origin, or status with respect to marriage or public assistance.