

## HOUSE BILL NO. HB0046

Unfair employment practices.

Sponsored by: Representative(s) Byrd

A BILL

for

1 AN ACT relating to fair employment practices; defining  
2 discriminatory and unfair employment practices to include  
3 actions based on political affiliation; providing that  
4 discriminatory and unfair employment practices include  
5 retaliatory acts as specified; and providing for an  
6 effective date.

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8 *Be It Enacted by the Legislature of the State of Wyoming:*

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10 **Section 1.** W.S. 27-9-105(a)(i) and (ii) is amended to  
11 read:

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13 **27-9-105. Discriminatory and unfair employment**  
14 **practices enumerated; limitations.**

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16 (a) It is a discriminatory or unfair employment  
17 practice:

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2 (i) For an employer to refuse to hire, to  
3 discharge, to promote or demote, or to discriminate in  
4 matters of compensation or the terms, conditions or  
5 privileges of employment against, a qualified disabled  
6 person or any person otherwise qualified, because of age,  
7 sex, race, creed, color, national origin, political  
8 affiliation, ancestry or pregnancy, or to discriminate or  
9 retaliate against any person for having opposed any  
10 employment practice made unlawful under this section or for  
11 having made a charge, testified, assisted or participated  
12 in any manner in an investigation, proceeding or hearing  
13 under this act;

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15 (ii) For a person, an employment agency, a labor  
16 organization, or its employees or members, to discriminate  
17 in matters of employment or membership against any person,  
18 otherwise qualified, because of age, sex, race, creed,  
19 color, national origin, political affiliation, ancestry or  
20 pregnancy, or a qualified disabled person, or to  
21 discriminate or retaliate against any person for having  
22 opposed any employment practice made unlawful under this  
23 section or for having made a charge, testified, assisted or

1 participated in any manner in an investigation, proceeding  
2 or hearing under this act;

3

4       **Section 2.** This act is effective immediately upon  
5 completion of all acts necessary for a bill to become law  
6 as provided by Article 4, Section 8 of the Wyoming  
7 Constitution.

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9

(END)