
A BILL FOR AN ACT

RELATING TO EMPLOYMENT PRACTICES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

SECTION 1. Section 378-2, Hawaii Revised Statutes, is amended to read as follows:

"§378-2 Discriminatory practices made unlawful; offenses defined. It shall be an unlawful discriminatory practice:

(1) Because of race, sex, sexual orientation, age, religion, color, ancestry, disability, marital status, or arrest and court record:

(A) For any employer to refuse to hire or employ or to bar or discharge from employment, or otherwise to discriminate against any individual in compensation or in the terms, conditions, or privileges of employment;

(B) For any employment agency to fail or refuse to refer for employment, or to classify or otherwise to discriminate against, any individual;

(C) For any employer or employment agency to print, circulate, or cause to be printed or circulated any statement, advertisement, or publication or



1 to use any form of application for employment or
2 to make any inquiry in connection with
3 prospective employment, which expresses, directly
4 or indirectly, any limitation, specification, or
5 discrimination;

6 (D) For any labor organization to exclude or expel
7 from its membership any individual or to
8 discriminate in any way against any of its
9 members, employer, or employees; or

10 (E) For any employer or labor organization to refuse
11 to enter into an apprenticeship agreement as
12 defined in section 372-2; provided that no
13 apprentice shall be younger than sixteen years of
14 age;

15 (2) For any employer, labor organization, or employment
16 agency to discharge, expel, or otherwise discriminate
17 against any individual because the individual has
18 opposed any practice forbidden by this part or has
19 filed a complaint, testified, or assisted in any
20 proceeding respecting the discriminatory practices
21 prohibited under this part;



- 1 (3) For any person whether an employer, employee, or not,
2 to aid, abet, incite, compel, or coerce the doing of
3 any of the discriminatory practices forbidden by this
4 part, or to attempt to do so;
- 5 (4) For any employer to violate the provisions of section
6 121-43 relating to nonforfeiture for absence by
7 members of the national guard;
- 8 (5) For any employer to refuse to hire or employ or to bar
9 or discharge from employment, any individual because
10 of assignment of income for the purpose of satisfying
11 the individual's child support obligations as provided
12 for under section 571-52;
- 13 (6) For any employer, labor organization, or employment
14 agency to exclude or otherwise deny equal jobs or
15 benefits to a qualified individual because of the
16 known disability of an individual with whom the
17 qualified individual is known to have a relationship
18 or association; [~~or~~]
- 19 (7) For any employer or labor organization to refuse to
20 hire or employ[~~r~~] or to bar or discharge from
21 employment, or withhold pay, demote, or penalize a
22 lactating employee because an employee breastfeeds or



1 expresses milk at the workplace. For purposes of this
2 paragraph, the term "breastfeeds" means the feeding of
3 a child directly from the breast[-]; or

4 (8) For any employer to refuse to hire or employ or to bar
5 or discharge from employment, or otherwise to
6 discriminate against any individual in compensation or
7 in the terms, conditions, or privileges of employment
8 of any individual because of the individual's credit
9 history or credit report, unless the information in
10 the individual's credit history or credit report
11 directly relates to a bona fide occupational
12 qualification under section 378-3(2)."

13 SECTION 2. Statutory material to be repealed is bracketed
14 and stricken. New statutory material is underscored.

15 SECTION 3. This Act shall take effect upon its approval.
16

INTRODUCED BY: 

JAN 21 2009



Report Title:

Employment; Credit History Prohibited

Description:

Establishes employer's use of individual's credit history in hiring and termination decisions as an unlawful discriminatory practice.

