

Honolulu, Hawaii

FEB 19 , 2026

RE: H.B. No. 1878
H.D. 1

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Madame:

Your Committee on Labor, to which was referred H.B. No. 1878
entitled:

"A BILL FOR AN ACT RELATING TO DISCRIMINATION,"

begs leave to report as follows:

The purpose of this measure is to prohibit discrimination
based on:

- (1) The perception that a person possesses certain characteristics;
- (2) The perception that a person is associated with a person who possesses, or is perceived to possess, certain characteristics; or
- (3) The intersection or combination of two or more specified characteristics in relation to a person.

Your Committee received testimony in support of this measure from the Hawai'i Civil Rights Commission; Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus Commission; AAUW of Hawai'i; Pride at Work - Hawai'i; ACLU Hawai'i; and six individuals. Your Committee received testimony in opposition to this measure from Society of Human Resource Management Hawai'i. Your Committee



received comments on this measure from the Department of Education.

Your Committee finds that discrimination in Hawaii can occur not only on the basis of a single protected characteristic but also through the combination or intersection of multiple characteristics, as recognized in Hawaii case law. This measure addresses that concern by expressly prohibiting discrimination based on perceived traits, associations, and intersectional characteristics to ensure that state law fully reflects existing practice and provides comprehensive protections.

Your Committee has amended this measure by:

- (1) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1878, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1878, H.D. 1, and be referred to your Committee on Judiciary & Hawaiian Affairs.

Respectfully submitted on
behalf of the members of the
Committee on Labor,



JACKSON D. SAYAMA, Chair



