



# **HAWAI‘I CIVIL RIGHTS COMMISSION** **KOMIKINA PONO KIWILA O HAWAI‘I**

830 PUNCHBOWL STREET, ROOM 411, HONOLULU, HI 96813 · PHONE: (808) 586-8636 · FAX: (808) 586-8655 · TDD: (808) 586-8692

Tuesday, March 3, 2026 2:00 p.m.  
Conference Room 325 & Videoconference  
State Capitol, 415 South Beretania Street

To: [COMMITTEE ON JUDICIARY & HAWAIIAN AFFAIRS](#)

Rep. David A. Tarnas, Chair

Rep. Mahina Poepoe, Vice Chair

From: Alphonso Braggs, Chair

and Commissioners of the Hawai‘i Civil Rights Commission

**Re: H.B. 1878 HD1 Relating to Discrimination**

**Testimony in SUPPORT**

**The Hawai‘i Civil Rights Commission (HCRC)** carries out the Hawai‘i constitutional mandate that no person shall be discriminated against in the exercise of their civil rights. Art. I, Sec. 5. HCRC has enforcement jurisdiction over Hawai‘i’s laws prohibiting discrimination in employment (Chapter 378, Part I, HRS), housing (Chapter 515, HRS), public accommodations (Chapter 489, HRS), and access to state and state-funded services (HRS § 368-1.5).

H.B. 1878 HD1 amends the statutes prohibiting discrimination in employment, housing, public accommodations, and covered educational programs (Chapter 368D, over which the HCRC does not have jurisdiction), and 1) clarifies that intersectional claims are protected, 2) expands the prohibition of discriminatory actions based on the perception that an individual is a member of a protected class, as identified in 368-1, HRS, and 3) and expands the prohibition of

discriminatory actions based on the perception that an individual is perceived to associated with a person who is a member of a protected class, as identified in 368-1, HRS. These amendments would strengthen protections for those with intersectional claims by preventing the possible erosion of legal protections in the courts, and broaden the scope of protection for individuals within our state.

### **Intersectional Claims:**

The HCRC has historically acknowledged and continues to protect individuals with intersectional claims, recognizing the unique challenges many individuals may face when there are multiple protected classes involved. The Ninth Circuit Court of Appeals in *Lam v. University of Hawaii*, 40 F.3d 1551 (9<sup>th</sup> Cir. 1994), recognized that individuals often cannot be neatly boxed into distinct categories when experiencing discriminatory treatment:

As other courts have recognized, where two bases for discrimination exist, they cannot be neatly reduced to distinct components. Rather than aiding the decisional process, **the attempt to bisect a person's identity at the intersection of race and gender often distorts or ignores the particular nature of their experiences.**<sup>1</sup>

As examples, an Asian woman may be treated differently in the workplace when compared with an Asian man, just a black woman in the workplace may have a very different experience than a black man. Stereotypes often group multiple characteristics and cannot be easily separated. However, while these protections for intersectional claims exist in practice, there is a real threat that courts may overrule the recognition of these rights. H.B. 1878 HD1 would strengthen these protections by codifying intersectional claims.

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<sup>1</sup> *Lam v. U. of Hawai'i*, 40 F.3d 1551, 1562 (9th Cir. 1994), as amended (Nov. 21, 1994), as amended (Dec. 14, 1994) (internal citations omitted) (emphasis added).

### “Perceived As” Discrimination:

H.B. 1878 HD1 would also expand protections to prohibit discriminatory practices based on the perception that an individual is of a protected class or has protected characteristics, whether or not the aggrieved individual is actually a part of the class. At the federal level under Title VII, there have been unjust decisions in scenarios where a supervisor getting a stereotype wrong about a protected class left no remedy for the aggrieved employee if the employee was not a member of the stereotyped protected class.<sup>2</sup> The intent to treat differently based on a protected class may have been undisputed, but the bad actors just placed the stereotypes on the wrong individual. This should not leave the aggrieved individual without remedy. H.B. 1878 HD1 would prohibit adverse actions against an individual based on a perception that the individual is a part of the protected class, even if inaccurate. This is in line with purpose and intent of the nondiscrimination laws, to prohibit discrimination and adverse actions, such as harassment, because of the characteristics of a protected class.

While the laws prohibiting discrimination would be expanded by H.B. 1878 HD1 to include prohibition of discriminatory actions based *on the perception* that an individual is a member of a protected class as identified in 368-1, HRS, the framework for analysis is not new. Discrimination on the basis of disability has always prohibited adverse action taken because an individual is “*regarded as having such an impairment*” or disability.<sup>3</sup> Usually this presents as

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<sup>2</sup> “As defendant points out, Title VII protects those persons that belong to a protected class, [ ] and says nothing about protection of persons who are *perceived* to belong to a protected class” Butler v. Potter, 345 F. Supp. 2d 844, 850 (E.D. Tenn. 2004) (internal citations omitted) (emphasis in original) (employee alleged that he was harassed because his supervisors believed he was Middle Eastern or Arab and questioned him about his prominent nose, however, the employee was Caucasian. Defendant was granted summary judgment).

<sup>3</sup> See HAR § 12-46-182, definitions “Being regarded as having such an impairment”.

someone treating an individual differently because they believe that the individual has physical or mental limitations based on assumptions and/or stereotypes, whether or not that individual has a disability.<sup>4</sup> An example of this would be an employer who refuses to hire an applicant because of skin graft scars, believing that the applicant has higher medical needs and would likely request more accommodations at work is considered as “regarded as” discrimination.

In a similar vein, the analysis for *perceived as* part of a protected class or having protected characteristics would involve statements or other evidence of stereotypes or assumptions of characteristics of a protected class and adverse actions taken because of those stereotypes or assumptions, whether or not the perception is accurate.

**“Perceived to associate” with a protected group discrimination:**

While H.B. 1878 HD1’s prohibition of discrimination based on the perception that an individual associates with individuals of a protected group as listed in HRS § 368-1 would expand protections (similar to “perceived as” discrimination), the analytical framework already exists. Under HRS § 378-2, regarding discriminatory practices prohibited in employment, it is unlawful for any covered entity to discriminate against an individual “because of the known disability of an individual with whom the qualified individual is known to *have a relationship or association.*” Additionally, under HAR §§ 12-46-1, 12-46-171, and 12-46-302, prohibited discrimination based on ancestry includes taking adverse action based on an individual’s

- (1) Marriage to or association with persons of an ancestral group;
- (2) Membership in or association with an organization identified with or seeking to promote the interests of an ancestral group;
- (3) Attendance or participation in schools, churches, temples, or mosques, generally used by persons of an ancestral group; or

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<sup>4</sup> Generally speaking, disability is defined as a mental or physical impairment that substantially limits one or more life activities.

(4) Because an individual's name or spouse's name is associated with an ancestral group.

For both disability and ancestry, unlawful discriminatory practices based on the individual's association with individuals or organizations of the protected class is prohibited, whether by marriage, familial ties, or membership in a cultural group. H.B. 1878 HD1 would expand these protected beyond disability and ancestry so that association with individuals or organizations of all the protected classes enumerated in HRS § 368-1, and the perceived association with protected individuals and groups, would be protected.

Mahalo for the opportunity to testify in support of H.B. 1878 HD1.



# Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus Commission



*Advocating for the Hawai'i LGBTQIA+ Community*

Mailing Address: LGBTQ+ Commission, c/o The Department of Human Services,  
P.O. Box 339, Honolulu, Hawai'i 96809-0339

Email: [hawaiistatelgbtqpluscommission@gmail.com](mailto:hawaiistatelgbtqpluscommission@gmail.com)  
Web: <https://humanservices.hawaii.gov/lgbtq-commission/>

February 28, 2026

House's Committee on Judiciary and Hawaiian Affairs  
Hawai'i State Capitol  
415 South Beretania Street  
Honolulu, HI 96813

Hearing: Tuesday, March 3, 2026, at 2:00 PM

**RE: Strong Support for House Bill 1878**

Aloha Chair Tarnas, Vice Chair Poepoe and fellow committee members,

I am writing in strong support of House Bill 1878 on behalf of the Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus (LGBTQ+) Commission, which was established by the 2022 Hawai'i State Legislature to

“improve the State's interface with members of the lesbian, gay, bisexual, transgender, queer, plus community; identify the short- and long-range needs of its members; and ensure that there is an effective means of researching, planning, and advocating for the equity of this population in all aspects of state government.”

The **Hawai'i State LGBTQ+ Commission strongly supports House Bill 1878**, which strengthens our state's civil rights protections by explicitly prohibiting discrimination based on perceived characteristics, perceived association with protected classes, and the intersection or combination of multiple protected characteristics.

HB 1878 is a critical and timely measure that reflects the lived realities of many people in Hawai'i, particularly māhū, transgender, nonbinary, LGBTQIA+, Native Hawaiian, Pacific Islander, immigrant, and disabled communities, who routinely experience discrimination not only for who they are, but for who others *think* they are, who they are *associated with*, or how multiple aspects of their identity intersect.

Discrimination is often rooted in assumption and bias, not fact. Individuals are denied housing, employment, healthcare, and public accommodations because of how they look, sound, dress, worship, love, or who they are seen with. For example, a person may be targeted because they are perceived to be transgender, because they accompany a same-gender partner, or because their racial, cultural, gender, and sexual identities intersect in ways that expose them to compounded harm. HB 1878 closes critical gaps by ensuring that such conduct is clearly unlawful.

*Proudly established pursuant to Hawai'i Revised Statutes Chapter 369, as enacted through Act 41, Session Laws of Hawai'i 2022*

## HI State LGBTQ+ Commission Testimony in Support of HB 1878

Importantly, this bill acknowledges intersectionality, the reality that people do not experience discrimination in isolated silos. Māhū and LGBTQIA+ individuals who are also Native Hawaiian, Pacific Islander, immigrants, youth, elders, and/or people with disabilities often face layered and intensified discrimination. Explicitly recognizing intersectional discrimination aligns Hawai'i law with modern civil rights principles and strengthens enforcement by providing clarity to courts, agencies, employers, and the public.

At a time when federal protections are being weakened and marginalized communities are increasingly targeted, Hawai'i has both the opportunity and responsibility to reaffirm its commitment to equity, dignity, and aloha for all. HB 1878 reflects Hawai'i's long-standing values of inclusion and fairness and sends a clear message that discrimination, whether based on perception, association, or intersecting identities, has no place in the Aloha state.

For these reasons, the Hawai'i State LGBTQ+ Commission urges the Committee to pass House Bill 1878. Mahalo for the opportunity to provide testimony and for your continued leadership in advancing civil rights in Hawai'i.

If you or any member of your staff has any questions regarding my testimony you can reach me at [hawaiistatelgbtqpluscommission@gmail.com](mailto:hawaiistatelgbtqpluscommission@gmail.com).

Mahalo nui loa for your time and consideration,

Sandy Harjo Livingston (he/him/they/them)

Chair

[Hawai'i State LGBTQ+ Commission](#)



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 03/03/2026

**Time:** 02:00 PM

**Location:** 325 VIA VIDEOCONFERENCE

**Committee:** JHA

**Department:** Education

**Person Testifying:** Keith T. Hayashi, Superintendent of Education

**Title of Bill:** HB1878, HD1, RELATING TO DISCRIMINATION.

**Purpose of Bill:** Prohibits 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. Effective 7/1/3000. (HD1)

**Department's Position:**

The Hawaii State Department of Education (Department) respectfully offers comments and concerns regarding HB 1878 HD 1, which seeks 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.

While the Department fully supports the intent of fostering an inclusive and safe learning environment for all students and employees, there may be significant operational and litigation risks arising from the "gray areas" created by the Bill's current language. Unlike actual characteristics, discrimination based on "perception" is inherently subjective. The Department would like to ensure a clear understanding of the proposed definitions prior to offering full support on this bill. For example, regarding the prohibition of discrimination based on a person's association with another, what constitutes an "association" as they could range from familial or domestic relationships to professional or social affiliations.

The Department seeks further clarification regarding the evidentiary framework for proving discrimination based on the 'intersection' of protected characteristics.

Specifically, whether a person would be required to demonstrate that the alleged discrimination was uniquely tied to the combination of factors, or was simply that multiple individual factors were present. Without a clear metric for measuring intersectional bias, the Department faces significant challenges in developing consistent internal investigative protocols.

Finally, the Department also suggests stating explicitly that the measure does not create new protected classes, but rather clarifies how existing protections apply. These suggestions do not change the bill's intent and are offered only to improve consistent application.

For these reasons, the Department respectfully offers these comments on HB 1878 HD 1 and appreciates the Legislature's continued commitment to equity and inclusion in Hawaii's public education system.

Thank you for the opportunity to provide testimony on HB 1878 HD 1.



**To:** House Judiciary & Hawaiian Affairs Committee  
**Re:** Testimony in STRONG SUPPORT of HB 1878, HD1

Dear Chair Tarnas, Vice Chair Poepoe, and the Members of House Judiciary & Hawaiian Affairs Committee,

Members of AAUW of Hawai'i thank you for this opportunity to testify in strong support of HB 1878, HD1, which prohibits 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.

HB 1878, HD1 is critically important because it seeks to expand anti-discrimination protections at the state-level during a time when there are rollbacks in federal protections. Specifically, HB 1878, HD1 recognizes that discrimination can happen based on a combination of protected characteristics (i.e., intersectionality) and not based on just a single protected basis (i.e., race, sex, age, marital status, disability, etc.).

HB 1878, HD1 will affirm longstanding federal caselaw Lam v. Univ. of Hawaii, 40 F.3d 1551 (9th Cir. 1994), which found that discrimination may be based on a combination of protected categories and not just on a single protected category. In Lam v. Univ. of Hawaii, plaintiff was not hired for a law professor position because she did not fit the stereotype of a meek, subservient Asian woman. Still, the defendant argued that there was no discrimination given that the law school employed both Asians and women. However, the court found that race and sex could not be separated in this discriminatory hiring context, giving rise to the legal concept of intersectional discrimination.

HB 1878, HD1 understands that in the real world discrimination often does not occur in isolation and is not a single basis-claim. HB 1878, HD1 will help people seeking justice and hold discriminatory actors accountable.

With a shifting federal landscape, HB 1878, HD1 will provide certainty for both employers seeking to maintain compliant practices and employees relying on established protections without having to guess about possibly changing federal protections under the current federal administration and evolving federal courts.

AAUW of Hawai'i again thanks you for hearing HB 1878, HD1 and urges you to pass HB 1878, HD1 out of your Committee.

Sincerely,

*Sandy Ma, Esq.*

AAUW of Hawai'i Public Policy Committee

*The American Association of University Women (AAUW) of Hawai'i is an all-volunteer, statewide chapter of a national organization with close to 4,000 members and supporters across all four counties - Hawai'i, Honolulu, Kaua'i, and Maui. AAUW has state chapters in all 50 states and our mission is to advance gender equity through education and advocacy. Economic security for women is our goal.*



February 28, 2026

House's Committee on Judiciary and Hawaiian Affairs  
Hawai'i State Capitol  
415 South Beretania Street  
Honolulu, HI 96813

Hearing: Tuesday, March 3, 2026 at 2:00 PM

RE: **STRONG SUPPORT for House Bill 1878**

Aloha Chair Tarnas, Vice-Chair Poepoe and fellow committee members,

Pride at Work – Hawai'i is an official chapter of [Pride at Work](#) which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. We are an officially recognized constituency group of the AFL-CIO that organizes mutual support between the organized Labor Movement and the LGBTQIA+ Community to further social and economic justice. We write in **strong support of House Bill 1878**.

Pride at Work – Hawai'i strongly supports House Bill 1878, which modernizes and strengthens Hawai'i's anti-discrimination laws by explicitly prohibiting discrimination based on perceived characteristics, perceived association with protected classes, and the intersection of multiple protected characteristics.

As a labor organization committed to advancing the rights, safety, and dignity of LGBTQIA+ workers, we know that discrimination in the workplace is rarely limited to a single identity or based solely on fact. Workers are often disciplined, denied promotions, harassed, or terminated because of assumptions about who they are, who they love, how they express their gender, or who they are seen with—rather than their actual job performance. HB 1878 directly addresses these realities.

Perception-based discrimination is especially prevalent in employment settings. LGBTQIA+ workers, māhū workers, and gender nonconforming workers are frequently targeted because they are *perceived* to be transgender or queer, regardless of their actual identity. Similarly, workers may face retaliation or harassment simply for supporting māhū or LGBTQIA+ coworkers, having same-gender partners, or being associated with communities that are marginalized. These harms undermine worker morale, economic stability, and workplace safety.

HB 1878's explicit recognition of intersectional discrimination is also critical for working people in Hawai'i. Many workers hold multiple identities—such as being Native Hawaiian, Pacific Islander, immigrant, disabled, or women—while also being māhū or LGBTQIA+. These intersecting identities often expose workers to compounded discrimination that current law does not always adequately address. By naming and prohibiting intersectional discrimination, this bill provides clarity for employers and stronger protections for workers.

Pride at Work – Hawai'i's Testimony in STRONG SUPPORT of Re: HB 1878

Strong anti-discrimination laws are essential to ensuring fair wages, safe workplaces, and equal opportunity. They also promote labor stability by reducing turnover, improving productivity, and fostering workplaces where all workers can show up as their full selves without fear. HB 1878 supports these goals while aligning Hawai'i law with the realities of today's workforce.

At a time when māhū, LGBTQIA+, and gender non-conforming workers are facing increased hostility and rollbacks of protections at the federal level, Hawai'i must continue to lead by affirming that discrimination, whether based on perception, association, or intersecting identities, will not be tolerated.

For these reasons, Pride at Work – Hawai'i urges the Committee to pass House Bill 1878.

Mahalo for the opportunity to testify and for your commitment to protecting workers and advancing equity in Hawai'i.

In Solidarity,

Michael Golojuch, Jr. (he/him)

President

[Pride at Work – Hawai'i](#)



**HA‘AHEO, ‘OHANA, KAULIKE, UI**  
Pride Family Justice Activate  
**WHERE PRIDE BECOMES POLITICAL POWER**

Website: [www.hokupac.org](http://www.hokupac.org) ♦ Email: [info@hokupac.org](mailto:info@hokupac.org)

February 28, 2026

House’s Committee on Judiciary and Hawaiian Affairs  
Hawai‘i State Capitol  
415 South Beretania Street  
Honolulu, HI 96813

Hearing: Tuesday, March 3, 2026 at 2:00 PM

RE: **STRONG SUPPORT for House Bill 1878 HD 1**

Aloha Chair Tarnas, Vice Chair Poepoe, and fellow committee members,

This testimony on behalf of **HOKU PAC**, Hawai‘i’s LGBTQ+ political action committee dedicated to building queer political power and advancing policies that protect our communities. We write in **strong support of House Bill 1878 House Draft 1**.

HOKU PAC submits this testimony in strong support of House Bill 1878.

HOKU PAC is committed to advancing equality, dignity, and full civil rights for Hawai‘i’s LGBTQIA+ community and our allies. House Bill 1878 is a necessary and forward-thinking measure that strengthens Hawai‘i’s civil rights protections by addressing the real and evolving ways discrimination occurs in our communities.

This measure appropriately recognizes that discrimination does not only occur when a person definitively possesses a protected characteristic, it also occurs when:

1. An individual is targeted based on the *perception* that they possess a protected characteristic;
2. An individual is discriminated against because of their *association* with someone who possesses, or is perceived to possess, a protected characteristic; or
3. An individual experiences discrimination at the *intersection* of two or more protected characteristics.

These clarifications are critical.

For māhū, LGBTQIA+ and QTPI+ people, discrimination frequently occurs based on perception. A person may be harassed, denied housing, refused employment, or treated unfairly because someone assumes they are gay, transgender, or nonbinary — regardless of whether that assumption is correct. The harm is real, and the impact is the same.

Similarly, discrimination based on association has long harmed families and communities. Parents of transgender youth, partners of same-sex couples, advocates, roommates, and friends may face retaliation or unequal treatment simply because of who they support or stand beside. Civil rights protections must extend to these relationships.

Finally, House Bill 1878 recognizes what research and lived experience consistently show: discrimination is often intersectional. A māhū, for example, may face bias not solely because of their gender identity or their race, but because of the combined and inseparable nature of both identities. Addressing discrimination in silos fails to capture how bias actually manifests in employment, housing, education, and public accommodations.

*Paid for by HOKU PAC – Not Authorized by any Candidate or Candidate Committee*

## **HOKU PAC Testimony in support of HB 1878 HD 1**

Hawai'i has long been a national leader in protecting LGBTQIA+ people and other marginalized communities. From early marriage equality protections to comprehensive nondiscrimination laws, our state has affirmed that fairness and inclusion are foundational values. House Bill 1878 builds on that legacy by modernizing our statutes to reflect legal clarity and contemporary understanding of how discrimination operates.

Importantly, this measure does not create new protected classes; it ensures that existing protections cannot be circumvented through technical loopholes. It provides clarity to employers, landlords, businesses, and courts while strengthening enforcement for those who experience harm.

At a time when civil rights protections are being challenged across the country, Hawai'i must remain steadfast in its commitment to equality under the law. House Bill 1878 sends a clear message that discrimination — whether overt, subtle, perceived, associative, or intersectional — has no place in our state.

For these reasons, HOKU PAC respectfully urges the Committee to pass House Bill 1878.

Mahalo for the opportunity to testify in strong support.

Mahalo for the opportunity to submit testimony.



House Judiciary & Hawaiian Affairs Committee  
Representative Tarnas, Chair  
Representative Poepoe, Vice Chair  
Members of the Committee

2:00 PM, March 3, 2026

**RE: HB 1878, HD1, Relating to Discrimination**

Aloha Chair Tarnas, Vice Chair Poepoe, and members of the Committee:

**Society of Human Resource Management – Hawaii (“SHRM Hawaii”) respectfully opposes HB 1878, HD1, relating to discrimination.**

SHRM Hawai'i members are responsible for ensuring compliance with federal, state, and local employment laws while fostering fair, inclusive, and productive workplaces. Our members represent employers of all sizes across Hawai'i and are committed to preventing unlawful discrimination.

While we support the goal of protecting employees from discrimination, we have concerns that this measure may create legal uncertainty and unintended consequences. Hawai'i employers are already subject to comprehensive anti-discrimination laws, including Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and existing state statutes. As drafted, this bill may overlap with or conflict with these established legal frameworks.

The bill's expansion of liability to include perceived characteristics, perceived associations, and the intersection or combination of characteristics is broad and undefined. Without clear statutory standards, employers may face increased litigation risk based on subjective interpretations rather than clear evidence of discriminatory conduct. This ambiguity could make routine employment decisions more legally complex and difficult to administer consistently.

Additionally, expanded compliance obligations may disproportionately impact small and mid-sized employers who already navigate a challenging and evolving regulatory environment. Clear, consistent, and predictable standards are essential for HR professionals to effectively implement fair workplace policies. SHRM Hawai'i respectfully urges the Legislature to carefully consider whether additional clarification is needed.

Mahalo for the opportunity to provide testimony,  
Erin Kogen and Maggie Batangan  
Co-chairs, SHRM Legislative Affairs Committee



**HB-1878-HD-1**

Submitted on: 3/1/2026 5:38:27 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Tara Nash	Indivisible Leeward Oahu	Support	Written Testimony Only

Comments:

Esteemed Committee,

I am writing in Support of HB1878 on behalf of the varied members of Indivisible Leeward Oahu. Many of our members would qualify as folks that would be included in the vulnerable populations that this bill aims to protect. With the state of the current administration it is pertinent that we strengthen the state's civil rights laws by expanding them to include the realities that face those who are discriminated against. Current gaps exist in our laws as people are multi-faceted. This bill helps to address those issues.

We ask this body to protect our residents in the areas of employment, housing, and public accommodations. HB1878 will prohibit biases explicitly based on association, perception or the intersection of multiple characteristics that are prevalent in situations such as this. This bill acknowledges that people are multi-faceted and that addressing complex discrimination is necessary to address all of the areas that existing laws may not completely cover. We appreciate your vote in Support of HB1878.

Tara Nash

Indivisible Leeward Oahu

indivisibleleewardoahu@gmail.com

**HB-1878-HD-1**

Submitted on: 3/1/2026 5:44:18 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Ben Lessard	Visibility Brigade Honolulu	Support	Written Testimony Only

Comments:

Hello,

I am writing in Support of HB1878 on behalf of the members of Visibility Brigade Honolulu. We support this bill because it helps to protect residents of this state and promotes civil justice in Hawaii. Thank you for voting in Support of HB1878 to protect all people.

Ben Lessard

visibilitybrigadehonolulu@gmail.com



## **STONEWALL CAUCUS OF THE DEMOCRATIC PARTY OF HAWAII**

### **TESTIMONY IN STRONG SUPPORT OF HB1878 HD1**

Relating to Discrimination – Intersectionality and Perception-Based Protections

### **COMMITTEE ON JUDICIARY & HAWAIIAN AFFAIRS**

DATE: Tuesday, March 3, 2026

TIME: 2:00 PM

PLACE: VIA VIDEOCONFERENCE & Conference Room 325

To the Honorable Chair Tarnas, Vice Chair Poepoe and Members of the Committee:

On behalf of the Stonewall Caucus of the Democratic Party of Hawai‘i, we submit this testimony in strong support of HB1878 HD1.

HB1878 HD1 strengthens Hawai‘i’s civil rights framework by explicitly prohibiting discrimination based not only on protected characteristics themselves, but also on: (1) the perception that a person possesses a protected characteristic; (2) the perception that a person is associated with someone who possesses, or is perceived to possess, a protected characteristic; and (3) the intersection or combination of two or more protected characteristics.

As recognized in the bill’s legislative findings and in *Lam v. University of Hawai‘i*, 40 F.3d 1551 (9th Cir. 1994), discrimination is often multifaceted. Individuals may face bias not solely because of one characteristic, but because of overlapping identities. For example, discrimination may target someone not simply for being a woman, or for being Asian, but specifically for being an Asian woman. Similarly, LGBTQ+ individuals who are also disabled, immigrants, or people of color may experience compounded discrimination that cannot be fully addressed if the law examines each characteristic in isolation.

HB1878 HD1 codifies these well-established legal principles across Hawai‘i’s anti-discrimination statutes, including employment (HRS §378-2), public accommodations (HRS §489-3), housing and real estate transactions (HRS §515-3), and educational programs (HRS §368D-1). It clarifies that unlawful discrimination includes actions based on stereotypes, assumptions, or perceived traits - even when those perceptions are inaccurate.

By explicitly recognizing perception-based and intersectional discrimination, this measure strengthens enforcement consistency, provides clearer guidance to employers and institutions, and ensures that

## TESTIMONY IN STRONG SUPPORT OF HB1878 HD1

existing civil rights protections operate as intended in the real world.

HB1878 HD1 does not create new protected classes; rather, it ensures that Hawai'i's existing protections fully reflect how discrimination actually occurs. In doing so, it reinforces Hawai'i's longstanding commitment to equity, dignity, and equal protection under the law.

For these reasons, the Stonewall Caucus respectfully urges the Committee to pass HB1878 HD1.

Mahalo for your consideration and for your continued commitment to protecting civil rights in Hawai'i.

Respectfully submitted,

Abby Simmons (she/her)

Chair

Stonewall Caucus of the Democratic Party of Hawai'i



Committee: Judiciary & Hawaiian Affairs  
Hearing Date/Time: Tuesday, March 3, 2026, at 2:00pm  
Place: Conference Room 325 & Via Videoconference  
Re: **Testimony of the ACLU of Hawai'i in SUPPORT of HB1878 HD1 Relating to Discrimination**

Dear Chair Tarnas, Vice Chair Poepoe, and Committee Members:

The ACLU of Hawai'i **strongly supports HB1878 HD1**, which prohibits 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.

The ACLU has a long history of standing up against discrimination in our state and in our country. In such an ethnic and culturally diverse place as Hawaii, this is especially important.

As the bill highlights, the Ninth Circuit ruling in *Lam v. University of Hawaii* indicated that people cannot neatly be put into distinctly identifiable boxes. Individuals are complex and have complex backgrounds, racial and ethnic roots. Similarly, gender identify and sexual orientation cannot be easily parsed.<sup>1</sup>

The state must combat discrimination as completely as possible while acknowledging that perception is also complex. The law must reflect this complexity and include mechanisms to respond accordingly.

HB1878 HD1 does exactly that by declaring:

“that the practice of discrimination based on a perception that a person possesses any particular characteristic or characteristics listed [...] or that the person is associated with a person who possesses, or is perceived to possess, any particular characteristic or characteristics listed [...] is against public policy.”

As the complex diversity of Hawaii changes, so too must our laws. This bill is significant and timely.

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<sup>1</sup> *Lam v. University of Hawaii*, 40 F.3d 1551 (9th Cir. 1994). <https://law.justia.com/cases/federal/appellate-courts/F3/40/1551/507676/>

Adopting HB1878 HD1 will help ensure people are treated equitably and fairly and will strengthen our anti-discrimination laws.

Mahalo,

**Josh Frost**

Josh Frost

Policy Assistant

ACLU of Hawai'i

[jfrost@acluhawaii.org](mailto:jfrost@acluhawaii.org)

*With more than 4,000 Hawaii-based members, the mission of the American Civil Liberties Union of Hawai'i is to protect the fundamental freedoms enshrined in the United States and Hawai'i State Constitutions through legislative, litigation, and public education work. The ACLU of Hawai'i is a non-partisan and private non-profit organization that provides its services at no cost to the public and does not accept government funds. The ACLU of Hawai'i has been serving our communities in Hawai'i for over 60 years.*



## *Fujiwara & Rosenbaum, LLC*

*Alakea Corporate Tower  
1100 Alakea St., Fl. 20, Suite B  
Honolulu, Hawai'i 96813*

### **HOUSE COMMITTEE ON JUDICIARY & HAWAIIAN AFFAIRS**

Date: Tuesday, March 3, 2026, 2:00 PM Conf. Rm. 325

**Re: FUJIWARA & ROSENBAUM Testimony in Strong Support of H.B. No. 1878, H.D. 1, RELATING TO DISCRIMINATION**

Chair Tarnas, Vice Chair Poepoe, and Members of the Committee:

Our civil rights law firm, Fujiwara & Rosenbaum, has spent nearly forty years advocating for the civil rights of workers throughout Hawai'i. Our extensive experience litigating employment discrimination claims under HRS Chapter 378 provides us with a unique perspective on the importance of codifying protections against intersectional discrimination into Hawai'i law.

#### **Hawai'i's Constitutional Commitment to Equality**

Hawai'i has long been a national leader in constitutional protections against discrimination. On November 7, 1972, Hawai'i voters overwhelmingly adopted the state Equal Rights Amendment by a margin of 251,822 to 55,689, making Hawai'i one of the first states to enshrine sex equality in its constitution.

Article I, Section 3 of the Hawai'i Constitution provides: "Equality of rights under the law shall not be denied or abridged by the State on account of sex."

Hawai'i's equal protection guarantee goes even further. Article I, Section 5 explicitly prohibits denying any person "the equal protection of the laws, nor be denied the enjoyment of the person's civil rights or be discriminated against in the exercise thereof because of race, religion, sex or ancestry." Unlike the federal constitution, Hawai'i's equal protection clause expressly enumerates protected categories, a deliberate choice to provide heightened protection.

The Hawai'i Supreme Court has applied strict scrutiny to sex-based classifications under our state ERA, requiring the government to demonstrate compelling state interests and narrow tailoring to justify any sex-based distinctions. This is a more rigorous standard than federal intermediate scrutiny. Hawai'i courts have explicitly recognized their authority to provide greater protections under the state constitution than the federal constitution requires.

H.B. No. 1878, H.D. 1 honors this constitutional tradition by ensuring that Hawai'i's statutory protections are as forward-looking as our foundational constitution demands.

#### **The Three-Pronged Approach of H.B. No. 1878, H.D. 1**

This measure takes a comprehensive approach by prohibiting 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.

This framework recognizes what practitioners have long understood: discrimination is often multifaceted and is not necessarily founded on a single characteristic or basis.

### **The Critical Need for Intersectional Discrimination Protections**

Discrimination does not operate in isolation. Real people experience bias through the lens of multiple, overlapping identities, identities that interact in ways that create unique forms of harm. Intersectionality recognizes this lived reality: that a Native Hawai'ian woman faces discrimination that is not simply the sum of being Native Hawai'ian plus being a woman, but rather a distinct form of bias directed at Native Hawai'ian women specifically.

Traditional single-axis frameworks force complainants into an impossible choice: prove you were discriminated against because of race or sex, but not both. This artificial division fails to capture how discrimination actually operates. An employer who targets older women differently than older men or younger women cannot be held accountable under a framework that examines only age or only sex in isolation.

In *Lam v. University of Hawai'i*, 40 F.3d 1551 (9th Cir. 1994), the Ninth Circuit held that when a person claims multiple bases for discrimination or harassment, it may be necessary to determine whether the discrimination or harassment occurred on the basis of a combination of those factors, not just on any one protected characteristic by itself. This decision has been the bedrock of intersectional discrimination analysis in our jurisdiction for over thirty years.

For over 30 years I have litigated hundreds of cases where intersectional analysis made the difference between justice and dismissal. Since the Ninth Circuit's decision in *Lam* I have used that precedent to help judges and juries understand how discrimination operates when it targets a Filipina woman, an older woman, a disabled Puerto Rican woman, a Black woman darker-skinned than other Blacks at work or a woman who is Okinawan but darker-skinned than other Asian-Americans typically perceived in Hawai'i, a disabled man, an older man, a Tongan man.

Time and again, *Lam* has provided the legal foundation to explain to factfinders that discrimination targeting someone because of the combination of their protected characteristics is real, harmful, and unlawful. Without this framework, countless meritorious claims would have failed, not because discrimination didn't occur, but because a legal system refused to acknowledge how it actually manifests.

The practical difference is profound. A jury that understands intersectional discrimination can recognize that a supervisor who makes comments about "old ladies" is not engaged in simple age or sex discrimination, but in discrimination that targets the specific intersection of age and sex. That clarity produces just outcomes.

### ***Lam v. University of Hawai'i* and Its Enduring Importance**

H.B. No. 1878, H.D. 1 codifies *Lam's* holding into Hawai'i state law, extending it beyond federal employment discrimination to cover state-law protections in employment, housing, public accommodations, and educational programs. As the House Committee on Labor found, discrimination in Hawai'i 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 Hawai'i case law.

This bill transforms judicial precedent into statutory certainty, ensuring that Hawai'i residents have explicit, durable protections regardless of shifts in federal interpretation.

### **Benefits for All Stakeholders**

For employers, H.B. No. 1878, H.D. 1 provides clarity and predictability. Rather than navigating ambiguous standards or waiting for case-by-case judicial interpretation, employers will have clear statutory guidance on prohibited conduct. This reduces litigation risk and provides a stable compliance framework. Employers benefit when the rules are explicit and consistent.

For employees, this bill recognizes the reality of their experiences. It affirms that discrimination based on being an older Asian woman, a disabled Native Hawai'ian man, or a young Filipina with a perceived accent is not beyond the law's reach simply because it involves more than one protected characteristic. The bill provides protection that reflects how discrimination actually functions in workplaces, housing, and public life.

### **THE EFFECTIVE DATE MUST BE CHANGED TO PROVIDE IMMEDIATE PROTECTION-- The Federal Landscape Demands State Action**

**We are witnessing an unprecedented rollback of federal civil rights protections. Federal agencies are reinterpreting longstanding precedents, and reliance on federal law alone has become a precarious foundation for protecting Hawai'i's workers and residents. State codification is not merely duplicative; it is a necessary safeguard against federal uncertainty.**

**California recognized this urgency in 2024 by codifying that unlawful discriminatory practices may include "any combination" of protected characteristics. Hawai'i must follow suit.**

**This legislation ensures that regardless of what happens at the federal level, Hawai'i residents have enforceable protections grounded in state law and aligned with our state constitutional values.**

**Given Hawai'i's distinctive constitutional protections, including our state ERA and explicit equal protection guarantees, we have an obligation to ensure our statutory framework fully implements these constitutional commitments. Our constitution demands more than the federal floor. H.B. No. 1878, H.D. 1 ensures our statutes meet that higher standard.**

Therefore, the placeholder effective date of July 1, 3000, must be replaced with an immediate or near-term effective date. With the current federal administration now tearing apart our constitutional rights under federal law in Hawai'i we must now ensure that these rights under our Hawai'i constitution are codified. H.B. No. 1878, H.D. 1 ensures this protection is permanent, explicit, and immune from federal erosion. It fulfills Hawai'i's constitutional promise of equality under our state ERA and equal protection clause. It provides certainty for employers, justice for employees, and leadership for Hawai'i in protecting civil rights.

We urge the Committee to pass H.B. No. 1878, H.D. 1 with immediate protection and send a clear message that Hawai'i will not leave its residents' civil rights vulnerable to federal instability. This is practical, proven, and constitutionally grounded legislation.

Mahalo for the opportunity to testify.



**HB-1878-HD-1**

Submitted on: 2/27/2026 8:17:52 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Beth Anderson	Individual	Support	Written Testimony Only

Comments:

I strongly support HB 1878 because the bill protects citizens from anti-discrimination exposure in ways not covered by our current anti-discrimination laws.

The Bill recognizes that discrimination can happen based on an intersection or combination of protected characteristics.

The Bill affirms federal caselaw – *Lam v. Univ. of Hawaii*, 40 F.3d 1551 (9th Cir. 1994) – that found that discrimination may be based on a combination of protected categories and not just a single protected category.

Now is the critical time to reaffirm Hawaii’s anti-discrimination protections because the federal precedents related to anti-discrimination are being rolled back. Anti-discrimination measures need to be strengthened to protect our citizens, especially during the current federal administration.

This Bill will provide certainty for both employers seeking to maintain compliant practices and employees relying on established protections without having to guess about possibly changing federal protections under the current federal administration and evolving federal courts.

Thank you for supporting HB 1878

Beth Anderson

Kailua, Oahu

AAUW (American Association of University Women) member

**HB-1878-HD-1**

Submitted on: 2/27/2026 9:02:26 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Robin Wurtzel	Individual	Support	Written Testimony Only

Comments:

To: Chair David Tarnas, Vice Chair Mahina Poepoe and Members of the House Committee on Judiciary and Hawaiian Affairs

From: Robin Wurtzel

Date: March 3, 2026

I am submitting testimony in strong support of H.B. 1878, H.D. 1

Hawai`I has strong civil rights statutes, and this bill adds additional protections against discrimination by prohibiting 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.

Intersectional discrimination is a much needed protection. Discrimination may occur because of a combination of protected bases and it is important to recognize this. If a woman of color is harassed or discriminated against it may be because of race, color, sex and ancestry.

Discrimination based on perception, even if the perception is incorrect, is just as harmful to the person as if they had the characteristic in question. Such discrimination, if not prohibited, permits harassers to continue discriminatory behavior which is harmful to society as a whole. The civil rights statutes already include such protections for those perceived to have a disability.

As we see a diminishment of federal protections, it is critical for states to increase and codify strong protections against discrimination.

I strongly support H.B. 1878, H.D. 1.

**HB-1878-HD-1**

Submitted on: 2/27/2026 9:19:46 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Johnnie-Mae L. Perry	Individual	Support	Written Testimony Only

Comments:

I, Johnnie-Mae L. Perry, Support w/comment JOB APPLICATION DOCUMENTED FOR ALL EMPLOYEES AND NEW HIRE "FIRE AT WILL."

1878 HB RELATING TO DISCRIMINATION.

**HB-1878-HD-1**

Submitted on: 2/28/2026 9:16:28 AM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Younghee Overly	Individual	Support	Written Testimony Only

Comments:

Thank you for this opportunity to submit a testimony in strong support of HB1878 HD1 which would expand anti-discrimination in education, housing, employment, etc.

A member of AAUW of Hawaii

Hearing Date: Tuesday, March 3, 2026 2:00 PM, Room 325

To: House Committee on Judiciary and Hawaiian Affairs  
Chair, Rep. David A Tarnas  
Vice Chair, Rep. Mahina Poepoe

From: Jean Evans, (Individual)

**Re: TESTIMONY IN SUPPORT OF HB 1878, HD1 RELATING TO  
DISCRIMINATION**

My name is Jean Evans. I retired after 40 years holding executive positions in Hawaii non-profit agencies. I am also a member of AAUW Hawaii.

**I support of HB 1878, HD1 Relating to Discrimination**

HB 1878 extends anti-discrimination protections in employment, housing, education, and public accommodations to cover a combination of characteristics and not just a single protected category.

In Hawaii we have a very diverse population, where many individuals fall into more than one protected category including race, age and gender. In 1994 the federal 9<sup>th</sup> Circuit case, Lam v. Univ. of Hawaii, 40 F.3d 1551, found that discrimination may be based on a combination of protected categories and not just a single protected category. HB 1878, HD1 will codify this ruling into our State Laws.

Let Hawaii continue its leadership in preventing discrimination by passing this measure.

Mahalo for allowing me to submit my testimony today.

**HB-1878-HD-1**

Submitted on: 2/28/2026 2:08:19 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Amy Monk	Individual	Support	Written Testimony Only

Comments:

Please support this bill.

**HB-1878-HD-1**

Submitted on: 2/28/2026 8:25:25 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Erika Cabell	Individual	Support	Written Testimony Only

Comments:

Thank you from Honolulu, O‘ahu (AAUW).

Please include the town, island you live in and that you are a member of AAUW of Hawaii.

**HB-1878-HD-1**

Submitted on: 3/1/2026 3:48:03 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Janet Morse	Individual	Support	Written Testimony Only

Comments:

HB1878HD1

- This bill will strengthen Hawaii’s anti-discrimination protections.
- With the rollbacks of longstanding federal precedent, now is the critical time to reaffirm Hawaii’s anti-discrimination protections.
- This legislation is both timely and needed and I support its passage.

Thank you for the opportunity to express my support.

Janet Morse, Kaneohe

Member of AAUW Hawaii

**HB-1878-HD-1**

Submitted on: 3/1/2026 5:06:16 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Bejana Mehr	Individual	Support	Written Testimony Only

Comments:

I am writing in support of HB1878 because it strengthens the civil rights protections for the residents of this state. Please vote in support to protect all people.

**HB-1878-HD-1**

Submitted on: 3/1/2026 5:14:48 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Keira Nash	Individual	Support	Written Testimony Only

Comments:

As a youth of this state who has been born and raised here it is extremely important that all people in this state have the most protections possible moving forward. I ask that you support HB 1878 as we should provide everyone protection from bias. Thank you for your support.

COMMITTEE ON JUDICIARY & HAWAIIAN AFFAIRS

Rep. David A. Tarnas, Chair

Rep. Mahina Poepoe, Vice Chair

HEARING:

Tuesday, March 3, 2026 at 2:00 pm

Conference Room 325 and Via Videoconference

State Capitol

TESTIMONY IN SUPPORT OF HB 1878, HD1, RELATING TO DISCRIMINATION.

Aloha Chair Tarnas, Vice Chair Poepoe, Rep. Cochran of Maui, and Members of the Committee,

My name is Christine Andrews and I am a long-term resident of Wailuku, Maui and an attorney licensed in Hawai'i for over 25 years. I write to you today in **strong support of HB 1878, HD1**, Relating to Discrimination, which prohibits 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.

House Bill 1878, HD1 recognizes that discrimination can happen based on an intersection or combination of protected characteristics, and codifies that discrimination may be based on a combination of protected categories and not just a single protected category. There is currently a considerable amount of uncertainty as the result of the current U.S. Supreme Court issuing decisions that reject what had formerly been established law, such as overruling Roe v Wade in 2022, and, more recently in September, overturning established precedent to allow the use of racial profiling as cause for detention by federal immigration agents. Due to the uncertainty resulting from the U.S. Supreme Court, many states are codifying rights as a protective measure, which is why SB 2871 is an important measure at this critical time to reaffirm Hawaii's anti-discrimination protections.

House Bill 1878, HD1 will provide certainty for both employers seeking to maintain compliant practices and employees relying on established protections without having to guess about possibly changing federal protections under the current federal administration and evolving federal courts. I humbly request that the Committee protect Hawai'i antidiscrimination law through your **support of HB 1878, HD1**.

Mahalo,

Christine Andrews, JD

Wailuku, Maui

**HB-1878-HD-1**

Submitted on: 3/1/2026 7:42:24 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Marina Karides	Individual	Support	Written Testimony Only

Comments:

Aloha Chair and Committee, there is little doubt that anti-discrimination laws need to be bolstered across the US. The proposed bill is a great example of how to do this and places Hawai'i once again as a model for the rest of the nation. thank you, Marina Karides, Oahu and Hawai'i

To: Representative David A. Tarnas, Chair  
Representative Mahina Poepoe, Vice Chair  
Committee on Judiciary & Hawaiian Affairs

From: Veronica Moore, Individual Citizen

Date: March 1, 2026

RE: House Bill 1878 HD1  
Measure Title: RELATING TO DISCRIMINATION.  
Report Title: Anti-discrimination; Prohibitions; Certain Characteristics;  
Intersectionality

To All Concerned,

My name is Veronica Moore and I support House Bill 1878 HD1. Please pass this bill.  
Thank you for your consideration.

Sincerely,

Veronica M. Moore

**HB-1878-HD-1**

Submitted on: 3/1/2026 8:19:46 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jeanne Ohta	Individual	Support	Written Testimony Only

Comments:

I am writing in support of HB 1878 Relating to Discrimination which expands anti-discrimination protections. This bill recognizes that discrimination can happen based on an intersection or combination of protected characteristics and affirms federal case law.

I ask that the Committee pass this important legislation.

**HB-1878-HD-1**

Submitted on: 3/2/2026 3:48:09 PM

Testimony for JHA on 3/3/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Marcia A Armstrong	Individual	Support	Written Testimony Only

Comments:

Thank you for supporting HB 1737