SPONSOR: Rep. K. Williams & Rep. Longhurst & Sen. Blevins
Reps. Bennett, Bentz, Bolden, Heffernan, Keeley, Kowalko, Lynn, Mulrooney, Osienski, Paradee; Sens. Bushweller, Cloutier, Hocker, Peterson, Richardson, Townsend

HOUSE OF REPRESENTATIVES
148th GENERAL ASSEMBLY

HOUSE BILL NO. 317

AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO EMPLOYMENT DISCRIMINATION BASED ON FAMILY RESPONSIBILITIES.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

Section 1. Amend § 710, Title 19 of the Delaware Code by making deletions as shown by strike through and insertions as shown by underline as follows and redesignating accordingly:

§ 710 Definitions.

For the purposes of this subchapter:

(9) "Family responsibilities" means the state of being, or the potential to become, a contributor to the support of a person or persons in a dependent relationship, irrespective of their number, including the state of being the subject of an order of withholding or similar proceedings for the purpose of paying child support or a debt related to child support.

Section 2. Amend § 711, Title 19 of the Delaware Code by making deletions as shown by strike through and insertions as shown by underline as follows and redesignating accordingly:

§ 711 Unlawful employment practices; employer practices.

(i) It shall be an unlawful employment practice for an employer to fail or refuse to hire or to discharge any individual or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of the individual's family responsibilities.

Section 3. This bill shall take effect 6 months after the date of its enactment.

SYNOPSIS

This bill prohibits discrimination in employment based upon an individual's caregiving responsibilities. Workers should be judged on the merits of their performance at work, not their responsibilities at home. Five states and over 90 localities prohibit discrimination based on family responsibilities to some degree. This bill ensures Delaware workers with responsibilities for child care, elder care, or both, receive equal employment opportunities and are protected from discrimination in the workplace.

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Released: 04/19/2016 12:13 PM