

SENATE FILE NO. SF0055

Antidiscrimination-military spouses.

Sponsored by: Joint Transportation, Highways & Military
Affairs Interim Committee

A BILL

for

1 AN ACT relating to fair employment practices; defining
2 discriminatory or unfair employment practices to include
3 discrimination on the basis of a person's status as married
4 to an active duty military service member; and providing
5 for an effective date.

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

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

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12 **27-9-105. Discriminatory and unfair employment**
13 **practices enumerated; limitations.**

14

1 (a) It is a discriminatory or unfair employment
2 practice:

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4 (i) For an employer to refuse to hire, to
5 discharge, to promote or demote, or to discriminate in
6 matters of compensation or the terms, conditions or
7 privileges of employment against ~~a~~ a qualified disabled
8 person or any person otherwise qualified, because of age,
9 sex, race, creed, color, national origin, ancestry, ~~or~~
10 pregnancy or status as a military spouse;

11
12 (ii) For a person, an employment agency, a labor
13 organization, or its employees or members, to discriminate
14 in matters of employment or membership against a qualified
15 disabled person or any person, otherwise qualified, because
16 of age, sex, race, creed, color, national origin, ancestry, ~~or~~
17 ~~or pregnancy, or a qualified disabled person~~ status as a
18 military spouse;

19
20 (d) As used in this section:

21
22 (i) "Qualified disabled person" means a disabled
23 person who is capable of performing a particular job, or

1 who would be capable of performing a particular job with
2 reasonable accommodation to his disability;.

3
4 (ii) "Military spouse" means an individual
5 married to an active uniformed member of the United States
6 army, navy, air force, marine corps, coast guard, United
7 States public health service commissioned corps, national
8 oceanic and atmospheric administration commissioned corps,
9 national guard or any reserve or auxiliary component
10 thereof.

11
12 **Section 2.** This act is effective July 1, 2017.

13
14 (END)