

By: Thompson

H.B. No. 1524

A BILL TO BE ENTITLED

1 AN ACT

2 relating to the prohibition of certain discrimination in  
3 applications for employment and employment interviews.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

5 SECTION 1. Subchapter B, Chapter 21, Labor Code, is amended  
6 by adding Section 21.0515 to read as follows:

7 Sec. 21.0515. PROHIBITED DISCRIMINATION IN EMPLOYMENT  
8 APPLICATIONS AND INTERVIEWS. (a) An employer commits an unlawful  
9 employment practice if the employer:

10 (1) as a condition for consideration for employment:

11 (A) requires an applicant for employment to  
12 disclose in an application form the sexual orientation of the  
13 applicant; or

14 (B) in the course of an interview with an  
15 applicant for employment, requests the applicant to disclose the  
16 sexual orientation of the applicant; or

17 (2) asks a person other than the applicant, including  
18 a former employer of the applicant, to offer an assessment of the  
19 applicant's genuine or perceived sexual orientation.

20 (b) This section does not apply to:

21 (1) an organization that meets the standards for  
22 qualification as a religious organization under Section 11.20, Tax  
23 Code; or

24 (2) a school, institution of higher education, or

1 other educational institution that:

2 (A) is not described by Section 11.20, Tax Code,  
3 but that is wholly or substantially controlled, managed, owned, or  
4 supported by an organization described by Subdivision (1); or

5 (B) has a curriculum directed toward the  
6 propagation of a particular religion.

7 SECTION 2. This Act takes effect September 1, 2003.