

2003 DRAFTING REQUEST

Bill

Received: **04/04/2003**

Received By: **gmalaise**

Wanted: **04/08/2003**

Identical to LRB:

For: **Terry Musser (608) 266-7461**

By/Representing: **Memo**

This file may be shown to any legislator: **NO**

Drafter: **gmalaise**

May Contact:

Addl. Drafters:

Subject: **Discrimination**

Extra Copies:

Submit via email: **YES**

Requester's email: **Rep.Musser@legis.state.wi.us**

Carbon copy (CC:) to: **robert.marchant@legis.state.wi.us**

Pre Topic:

No specific pre topic given

Topic:

Discrimination based on military status

Instructions:

See attached--extend current prohibition against employment discrimination based on military status to housing, public accommodations, education, and credit.

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	gmalaise 04/09/2003	jdyer 04/15/2003		_____			S&L
		jdyer 04/16/2003		_____			
/1			chaskett	_____	lemery	amentkow	

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
			04/16/2003 _____		04/16/2003	06/04/2003	

FE Sent For:

At intro

<END>

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May Contact:

Addl. Drafters:

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Extra Copies: RPN, RAC
PG, MSZ, MES
RJM

Submit via email: YES

Requester's email: Rep.Musser@legis.state.wi.us

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1?	gmalaise	1 4/16 jld	1 cph 4/16	PS/cph 4/16			

FE Sent For:

<END>

Malaise, Gordon

From: Nelson, Robert P.
Sent: Friday, April 04, 2003 11:30 AM
To: Grant, Peter
Cc: Champagne, Rick; Gibson-Glass, Mary; Hurley, Peggy; Kahler, Pam; Kuesel, Jeffery; Lief, Madelon; Shovers, Marc; Malaise, Gordon; Kite, Robin
Subject: RE: Badger Plan

There are a couple of different definitions that will be used, depending on the item you are drafting. The Wisconsin national guard is described in s. 21.01 (1). "Active state service" (in the national guard or state defense force) is defined in s. 21.75 (1) (a) and in s. 21.80 (1) (a) 1. "Service member", meaning a member of the national guard or a reserve unit is defined in s. 21.72 (1) (c). Subsection 40.05 (4g) has a definition embedded in that subsection that defines being activated into the U.S. armed forces. "Veteran" is defined in s. 45.001 (4) (a). See also s. 45.50 and s. 45.51 for a description of persons who go into the armed forces. Section 45.53 (1) (b) defines "persons in military service". Finally, I recently drafted 03-2287, which defines "service member" and includes "called into active service" language that you may want to look at.

If you have specific questions for me to ask at the meeting, give them to me in writing.

Some of these proposals can go in a section I create in Ch. 45, while others may have to go in your specific chapter. That is your call.

-----Original Message-----

From: Grant, Peter
Sent: Friday, April 04, 2003 10:56 AM
To: Nelson, Robert P.
Cc: Champagne, Rick; Gibson-Glass, Mary; Grant, Peter; Hurley, Peggy; Kahler, Pam; Kuesel, Jeffery; Lief, Madelon; Shovers, Marc; Malaise, Gordon; Kite, Robin
Subject: RE: Badger Plan

Bob, I think you'll need to give us some language to describe the people who will get the benefits described in the memo.

-----Original Message-----

From: Nelson, Robert P.
Sent: Friday, April 04, 2003 10:51 AM
To: Champagne, Rick; Gibson-Glass, Mary; Grant, Peter; Hurley, Peggy; Kahler, Pam; Kuesel, Jeffery; Lief, Madelon; Shovers, Marc; Malaise, Gordon; Kite, Robin
Subject: FW: Badger Plan

I received this request from Rep. Musser this morning. I think each of you may have a part of this request. I suggest that each person do his or her part as a separate draft, then we roll it into one draft to submit to Musser. I will be the lead person on the draft. There is a meeting scheduled for April 9th at 1PM with Rep. Musser. Rick C. and I will be attending that meeting. If you want to come or have questions you want me to ask, let me know.

-----Original Message-----

From: Musser, Terry
Sent: Friday, April 04, 2003 9:44 AM
To: Nelson, Robert P.
Subject: FW: Badger Plan

DRAFT

New Benefits and Protections for Wisconsin's Servicemen and Women

KEY INITIATIVES OF THE NEW "BADGER PLAN"

- **Supplemental Military Leave:** Expands the supplemental military leave program established after September 11, 2001, to ensure that all state officers and employees called active duty in the war against terror and possible military action in Iraq suffer no loss of salary as a result.
- 39,48
-1961/2
▪ **Educational Military Leave of Absence and Tuition Relief:** Requires colleges and universities to provide an educational military leave of absence for students called to active duty, which would require the institution to restore the student to his or her previous educational status upon return from military service without any loss of credits earned, scholarships or grants, or other fees paid prior to commencement of military duty. In addition, all colleges and universities would be required to provide a tuition refund or credit for students forced to suspend their studies because of an educational military leave of absence.
- **Protection Against Military Status Discrimination:** Expands the protections of the Human Rights Law to Military Personnel to ensure they are not discriminated against regarding housing, employment, education, public accommodations, and credit applications. RJM
- **Termination of Vehicle Leases:** Permits military personnel to terminate a car lease if he or she is called to active duty.
- **Interest Rate Cap on Installment Loans:** Caps rates of interest on installment loans at 6 percent while the individual is engaged in state active duty. This provides the same protection for personnel called to active duty by the Governor that federal law provides to personnel called to active duty by the President.
- **Health Insurance Benefits:** Directs the Employee Trust Fund to protect the rights of military personnel to continue, suspend or convert health insurance benefits during times of active duty.
- **Professional Liability Insurance:** Permits suspension of professional liability (malpractice) insurance by military personnel while serving on active duty. This provision provides protections for military personnel engaged in state active duty similar to the protections provided to military personnel engaged in federal active duty.

- **Retirement Loan Repayment:** Permits the suspension of loan payments for public employees who borrowed against their retirement system savings while such employees are engaged in active duty.
- **Veterans Services Agencies:** Authorizes county-run Veterans Services Agencies to provide services to active duty Reserve and National Guard.
- **License Extensions:** Provides automatic extensions for emergency medical technician licenses, drivers' licenses, vehicle registration and vehicle inspections while military personnel are engaged in active duty.
- **Suspension of Certain Legal Requirements During Active Duty:** Provides the Governor with the authority to issue Executive Orders temporarily suspending or modifying specific provisions of any statute, local law, ordinance or orders, rules or regulations, or parts thereof, relating to the obligations of military personnel called to active duty related to the war on terrorism.
- **Free High-Speed Internet:** Provides free high-speed Internet access at places such as at state university campuses to family members of activated troops for the purpose of communicating with their loved ones.
- **Employer Recognition:** Creates a "WI-USA Proud" employer of distinction award to recognize companies that show exceptional support for military Reservists and Guard members.
- **Badger Discount Program:** Establishes a voluntary state-sponsored program for merchants who agree to provide reduced price discounts for merchandise and services for all military personnel. Participating merchants are eligible for the proposed "WI-USA Proud" recognition program.
- **Free Hunting & Fishing Licenses:** Provides free hunting and fishing licenses for members of the National Guard and Reserve.
- **Free "Badger Passport" to State Parks:** Provides free admission for Reserve and National Guard troops and their families to the state parks and beaches.
- **Use of Retirees as Temporary Substitutes:** Allows local governments to hire back retired workers to temporarily replace employees called to active duty. These workers would not face any loss of pension benefits as a result of this service.



State of Wisconsin
2003 - 2004 LEGISLATURE

LRB-2483/1

GMM.....

Soon

Jld (1)

Gen

1 AN ACT ...; relating to: prohibiting discrimination in housing, public education,
2 the equal enjoyment of public places of accommodation, and the granting of
3 credit based on military status. ✓

Analysis by the Legislative Reference Bureau

Current law prohibits discrimination in employment based on membership in the national guard, state defense force, or any reserve component of the military forces of the United States ✓ or of this state (military status). ✓ This bill prohibits discrimination in housing, in public education, in the equal enjoyment of a public place of accommodation, and in the granting of credit based on ✓ military status.

For further information see the ***state and local*** fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

4 SECTION 1. 16.765 (1) ✓ of the statutes is amended to read:
5 16.765 (1) Contracting agencies, the University of Wisconsin Hospitals and
6 Clinics Authority, the Fox River Navigational System Authority, and the Bradley
7 Center Sports and Entertainment Corporation shall include in all contracts executed
8 by them a provision obligating the contractor not to discriminate against any

1 employee or applicant for employment because of age, race, religion, color, handicap,
2 sex, physical condition, developmental disability, as defined in s. 51.01 (5), sexual
3 orientation, as defined in s. 111.32 (13m), military status, as defined in s. 111.32
4 (12g), or national origin and, except with respect to sexual orientation, obligating the
5 contractor to take affirmative action to ensure equal employment opportunities.

History: 1975 c. 94, 189, 275, 422; 1977 c. 29, 418; 1981 c. 112; 1981 c. 334 s. 25 (2); 1981 c. 391 s. 210; 1985 a. 26; 1985 a. 29 s. 3200 (1); 1995 a. 27 ss. 386 to 389, 9130 (4); 1995 a. 225; 1997 a. 3; 2001 a. 16.

6 **SECTION 2.** 16.765 (2) of the statutes is amended to read:

7 16.765 (2) Contracting agencies, the University of Wisconsin Hospitals and
8 Clinics Authority, the Fox River Navigational System Authority, and the Bradley
9 Center Sports and Entertainment Corporation shall include the following provision
10 in every contract executed by them: "In connection with the performance of work
11 under this contract, the contractor agrees not to discriminate against any employee
12 or applicant for employment because of age, race, religion, color, handicap, sex,
13 physical condition, developmental disability, as defined in s. 51.01 (5), sexual
14 orientation, military status, or national origin. This provision shall include, but not
15 be limited to, the following: employment, upgrading, demotion, or transfer;
16 recruitment or recruitment advertising; layoff or termination; rates of pay or other
17 forms of compensation; and selection for training, including apprenticeship. Except
18 with respect to sexual orientation, the contractor further agrees to take affirmative
19 action to ensure equal employment opportunities. The contractor agrees to post in
20 conspicuous places, available for employees and applicants for employment, notices
21 to be provided by the contracting officer setting forth the provisions of the
22 nondiscrimination clause".

History: 1975 c. 94, 189, 275, 422; 1977 c. 29, 418; 1981 c. 112; 1981 c. 334 s. 25 (2); 1981 c. 391 s. 210; 1985 a. 26; 1985 a. 29 s. 3200 (1); 1995 a. 27 ss. 386 to 389, 9130 (4); 1995 a. 225; 1997 a. 3; 2001 a. 16.

23 **SECTION 3.** 36.09 (1) (e) of the statutes is amended to read:

1 36.09 (1) (e) The board shall appoint a president of the system; a chancellor for
 2 each institution; a dean for each college campus; the state geologist; the director of
 3 the laboratory of hygiene; the director of the psychiatric institute; the state
 4 cartographer, with the advice of the land information board; and the requisite
 5 number of officers, other than the vice presidents, associate vice presidents, and
 6 assistant vice presidents of the system; faculty; academic staff and other employees
 7 and fix the salaries, subject to the limitations under par. (j) and ss. 20.923 (4g) and
 8 230.12 (3) (e), the duties, and the term of office for each. The board shall fix the
 9 salaries, subject to the limitations under par. (j) and ss. 20.923 (4g) and 230.12 (3)
 10 (e), and the duties for each chancellor, vice president, associate vice president, and
 11 assistant vice president of the system. No sectarian or partisan tests or any tests
 12 based upon race, religion, national origin, military status, as defined in s. 111.32
 13 (12g), or sex shall ever be allowed or exercised in the appointment of the employees
 14 of the system.

NOTE: NOTE: Par. (e) is affected eff. 9-1-03 by 1997 Wis. Acts 27 and 237, 1999 Wis. Act 42, and 2001 Wis. Act 104 to read: NOTE:

(15) Fix component → SECTION 4. 36.09 (1) (e) of the statutes, as affected by 2001 Wisconsin Act 104
 (16) plain and 2003 Wisconsin Act ... (this act), is amended to read: *repealed & recreated*

17 36.09 (1) (e) The board shall appoint a president of the system; a chancellor for
 18 each institution; a dean for each college campus; the state geologist; the director
 19 of the laboratory of hygiene; the director of the psychiatric institute; the state
 20 cartographer, and the requisite number of officers, other than the vice
 21 presidents, associate vice presidents, and assistant vice presidents of the
 22 system; faculty; academic staff and other employees and fix the salaries, subject
 23 to the limitations under par. (j) and ss. 20.923 (4g) and 230.12 (3) (e), the duties,
 24 and the term of office for each. The board shall fix the salaries, subject to the
 25 limitations under par. (j) and ss. 20.923 (4g) and 230.12 (3) (e), and the duties for
 26 each chancellor, vice president, associate vice president, and assistant vice
 27 president of the system. No sectarian or partisan tests or any tests based upon
 28 race, religion, national origin, military status, as defined in s. 111.32 (12g), or sex
 29 shall ever be allowed or exercised in the appointment of the employees of the
 30 system.

History: 1973 c. 335; 1975 c. 39, 224; 1977 c. 196 ss. 130 (1), (2), 131; 1977 c. 418; 1979 c. 34 s. 2102 (29) (a); 1981 c. 20 s. 2202 (1) (a); 1983 a. 27 s. 2200 (15); 1983 a. 366; 1985 a. 29, 42, 45, 332; 1987 a. 4, 27, 340; 1989 a. 31, 336, 359; 1991 a. 39; 1997 a. 27, 35, 237, 307; 1999 a. 42; 2001 a. 16, 104.

31 SECTION 5. 36.11 (3) (a) of the statutes is amended to read:

(NO B)

plain

(NO B)

plain

1 36.11 (3) (a) The board shall establish the policies for admission within the
 2 system and within these policies each institution shall establish specific
 3 requirements for admission to its courses of instruction. No sectarian or partisan
 4 tests or any tests based upon race, religion, national origin of U.S. citizens, military
 5 status, as defined in s. 111.32 (12g), or sex shall ever be allowed in the admission of
 6 students ~~thereto~~ to an institution of the system.

History: 1973 c. 335; 1975 c. 39, 41, 224, 400; 1977 c. 29, 418; 1979 c. 32 s. 92 (8); 1979 c. 221; 1981 c. 20; 1983 a. 27, 366; 1983 a. 435 s. 7; 1983 a. 484; 1985 a. 62, 120; 1985 a. 332 ss. 47, 49, 50; 1985 a. 332 s. 251 (1); 1987 a. 27, 287; 1989 a. 31, 56, 121, 177, 359; 1991 a. 39, 203, 250, 269, 285, 315; 1993 a. 16, 213, 227, 399; 1995 a. 27 ss. 1757 to 1762y, 9130 (4); 1995 a. 201, 404, 448; 1997 a. 3, 27, 128, 237; 1999 a. 9, 29; 1999 a. 150 ss. 7, 351; 2001 a. 16, 22.

7 **SECTION 6.** 36.12 (1) of the statutes is amended to read:

8 36.12 (1) No student may be denied admission to, participation in, or the
 9 benefits of, or be discriminated against in, any service, program, course, or facility
 10 of the system or its institutions because of the student's race, color, creed, religion,
 11 sex, national origin, disability, ancestry, age, sexual orientation, pregnancy, marital
 12 status, military status, as defined in s. 111.32 (12g), or parental status.

History: 1989 a. 186; 1997 a. 237.

13 **SECTION 7.** 38.04 (13) (b) of the statutes is amended to read:

14 38.04 (13) (b) No person may, on the ground of sex, age, race, color, religion,
 15 military status, as defined in s. 111.32 (12g), or national origin, be excluded from
 16 participating in, be denied the benefits of, or be subjected to discrimination under
 17 any program or activity funded in whole or in part with funds made available under
 18 this subsection.

History: 1971 c. 154, 211; 1973 c. 90, 333; 1975 c. 39; 1977 c. 29; 1979 c. 221; 1981 c. 20; 1981 c. 93 ss. 19m, 30m, 30o; 1981 c. 269, 314; 1983 a. 27, 379; 1985 a. 12, 29; 1985 a. 332 s. 251 (1); 1987 a. 27; 1989 a. 31, 107, 125, 169, 299, 335, 336; 1991 a. 39, 227, 250; 1993 a. 16, 223, 377, 399, 455, 491; 1995 a. 27 ss. 1800n to 1803, 9126 (19) and 9145 (1); 1995 a. 342; 1997 a. 27; 1999 a. 9, 124; 2001 a. 16, 109.

19 **SECTION 8.** 38.23 (1) of the statutes is amended to read:

20 38.23 (1) No student may be denied admission to, participation in, or the
 21 benefits of, or be discriminated against in, any service, program, course, or facility
 22 of the board or any district because of the student's race, color, creed, religion, sex,

1 national origin, disability, ancestry, age, sexual orientation, pregnancy, marital
2 status, military status, as defined in s. 111.32 (12g), or parental status.

3 History: 1989 a. 186.

3 **SECTION 9.** 66.0125 (1) of the statutes is renumbered 66.0125 (1) (intro.) and
4 amended to read:

5 66.0125 (1) (intro.) ~~DEFINITION~~ DEFINITIONS In this section, ~~“local~~
6 ~~governmental unit”~~;

7 (a) “Local governmental unit” means a city, village, town, school district, or
8 county.

9 History: 1975 c. 94; 1975 c. 426 s. 3; 1979 c. 34; 1981 c. 112; 1991 a. 39, 316; 1993 a. 184; 1995 a. 201; 1999 a. 150 s. 449; Stats. 1999 s. 66.0125.

9 **SECTION 10.** 66.0125 (1) (b) of the statutes is created to read:

10 66.0125 (1) (b) “Military status” has the meaning given in s. 111.32 (12g).

11 **SECTION 11.** 66.0125 (3) (a) of the statutes is amended to read:

12 66.0125 (3) (a) The purpose of the commission is to study, analyze, and
13 recommend solutions for the major social, economic, and cultural problems which
14 that affect people residing or working within the local governmental unit including,
15 ~~without restriction because of enumeration,~~ problems of the family, youth,
16 education, the aging, juvenile delinquency, health, and zoning standards, and
17 discrimination in housing, employment, and public accommodations and facilities on
18 the basis of sex, class, race, religion, sexual orientation, military status, or ethnic or
19 minority status.

20 History: 1975 c. 94; 1975 c. 426 s. 3; 1979 c. 34; 1981 c. 112; 1991 a. 39, 316; 1993 a. 184; 1995 a. 201; 1999 a. 150 s. 449; Stats. 1999 s. 66.0125.

20 **SECTION 12.** 66.0125 (3) (c) 1. b. of the statutes is amended to read:

21 66.0125 (3) (c) 1. b. To ensure to all residents of a local governmental unit,
22 regardless of sex, race, sexual orientation, military status, or color, the rights to

1 possess equal housing accommodations and to enjoy equal employment
2 opportunities.

3 **History:** 1975 c. 94; 1975 c. 426 s. 3; 1979 c. 34; 1981 c. 112; 1991 a. 39, 316; 1993 a. 184; 1995 a. 201; 1999 a. 150 s. 449; Stats. 1999 s. 66.0125.

3 **SECTION 13.** 66.0125 (9) of the statutes is amended to read:

4 66.0125 (9) INTENT. It is the intent of this section to promote fair and friendly
5 relations among all the people in this state, and to that end race, creed, sexual
6 orientation, military status,[✓] or color ought not to be made tests in the matter of the
7 right of any person to sell, lease, occupy, or use real estate or to earn a livelihood or
8 to enjoy the equal use of public accommodations and facilities.

9 **History:** 1975 c. 94; 1975 c. 426 s. 3; 1979 c. 34; 1981 c. 112; 1991 a. 39, 316; 1993 a. 184; 1995 a. 201; 1999 a. 150 s. 449; Stats. 1999 s. 66.0125.

9 **SECTION 14.** 66.1011 (1) of the statutes is amended to read:

10 66.1011 (1) DECLARATION OF POLICY. The right of all persons to have equal
11 opportunities for housing regardless of their sex, race, color, physical condition,
12 disability, as defined in s. 106.50 (1m) (g), sexual orientation,[✓] as defined in s. 111.32
13 (13m), religion, national origin, marital status, family status,[✓] as defined in s. 106.50
14 (1m) (k), military status, as defined in s. 111.32 (12g),[✓] lawful source of income, age,
15 or ancestry is a matter both of statewide concern under ss. 101.132 and 106.50 and
16 also of local interest under this section and s. 66.0125. The enactment of ss. 101.132
17 and 106.50 ~~by the legislature~~[✓] does not preempt the subject matter of equal
18 opportunities in housing from consideration by political subdivisions, and does not
19 exempt political subdivisions from their duty, nor deprive them of their right, to enact
20 ordinances ~~which~~ that prohibit discrimination in any type of housing solely on the
21 basis of an individual being a member of a protected class.

22 **History:** 1971 c. 185 s. 7; 1975 c. 94, 275, 422; 1977 c. 418 s. 929 (55); 1981 c. 112; 1981 c. 391 s. 210; 1985 a. 29; 1989 a. 47; 1991 a. 295; 1995 a. 27; 1997 a. 237; 1999 a. 82; 1999 a. 150 s. 447; Stats. 1999 s. 66.1011; 1999 a. 186 ss. 61, 62.

22 **SECTION 15.** 66.1201 (2m) of the statutes is amended to read:

1 **66.1201 (2m) DISCRIMINATION.** Persons otherwise entitled to any right, benefit,
2 facility, or privilege under ss. 66.1201 to 66.1211 shall not be denied them in any
3 manner for any purpose nor be discriminated against because of sex, race, color,
4 creed, sexual orientation, military status, as defined in s. 111.32 (12g), or national
5 origin.

History: 1973 c. 172; 1975 c. 94, 221, 350; 1977 c. 418; 1979 c. 89; 1979 c. 110 s. 60 (13); 1979 c. 221; 1981 c. 112, 190, 232; 1983 a. 24; 1983 a. 81 s. 11; 1983 a. 83 s. 20; 1983 a. 189, 444; 1987 a. 27, 163; 1991 a. 316; 1993 a. 172, 184, 268, 379; 1995 a. 27, 225; 1997 a. 35; 1999 a. 150 ss. 285, 383, 384, 386, 388; Stats. 1999 s. 66.1201; 2001 a. 103, 104.

6 **SECTION 16.** 66.1301 (2m) of the statutes is amended to read:

7 **66.1301 (2m) DISCRIMINATION.** Persons entitled to any right, benefit, facility,
8 or privilege under ss. 66.1301 to 66.1329 shall not be denied them in any manner for
9 any purpose nor be discriminated against because of sex, race, color, creed, sexual
10 orientation, military status, as defined in s. 111.32 (12g), or national origin.

History: 1975 c. 94; 1981 c. 112; 1989 a. 31; 1993 a. 184; 1995 a. 225; 1999 a. 150 ss. 398 to 401; Stats. 1999 66.1301.

11 **SECTION 17.** 66.1331 (2m) of the statutes is amended to read:

12 **66.1331 (2m) DISCRIMINATION.** Persons otherwise entitled to any right, benefit,
13 facility, or privilege under this section shall not be denied them in any manner for
14 any purpose nor be discriminated against because of sex, race, color, creed, sexual
15 orientation, military status, as defined in s. 111.32 (12g), or national origin.

History: 1975 c. 94, 311; 1981 c. 112; 1983 a. 24; 1983 a. 189 ss. 58, 329 (7); 1983 a. 207 s. 95; 1991 a. 156, 316; 1993 a. 112, 184, 213; 1995 a. 225; 1999 a. 150 ss. 297, 434 to 440; Stats. 1999 s. 66.1331; 2001 a. 30, 103.

16 **SECTION 18.** 86.195 (5) (c) of the statutes is amended to read:

17 **86.195 (5) (c) *Conformity with discrimination laws.*** Each business identified
18 as a motorist service on a specific information sign shall, as a condition of eligibility
19 for erection, installation, and maintenance of a sign under this section, give written
20 assurance to the department that the business conforms with all applicable laws
21 concerning the provisions of public accommodations without regard to race, religion,
22 color, sex, military status, as defined in s. 111.32 (12g), or national origin.

History: 1981 c. 362, 391; 1985 a. 29; 1985 a. 182 s. 57; 1987 a. 137; 1987 a. 403 s. 256; 1989 a. 98, 315; 1991 a. 265, 269, 315; 1993 a. 16, 237, 246; 1997 a. 124, 237; 1999 a. 9.

1 **SECTION 19.** 106.50 (1) of the statutes is amended to read:

2 **106.50 (1) INTENT.** It is the intent of this section to render unlawful
3 discrimination in housing. It is the declared policy of this state that all persons shall
4 have an equal opportunity for housing regardless of sex, race, color, sexual
5 orientation, disability, religion, national origin, marital status, family status,
6 military status, lawful source of income, age, or ancestry and it is the duty of the
7 political subdivisions to assist in the orderly prevention or removal of all
8 discrimination in housing through the powers granted under ss. 66.0125 and
9 66.1011. The legislature hereby extends the state law governing equal housing
10 opportunities to cover single-family residences ~~which~~ that are owner-occupied. The
11 legislature finds that the sale and rental of single-family residences constitute a
12 significant portion of the housing business in this state and should be regulated.
13 This section shall be ~~deemed~~ considered an exercise of the police powers of the state
14 for the protection of the welfare, health, peace, dignity, and human rights of the
15 people of this state.

History: 1971 c. 185 s. 1; 1971 c. 228 s. 42; 1971 c. 230; 1971 c. 307 s. 51; Stats. 1971 s. 101.22; 1975 c. 94, 275, 421, 422; 1977 c. 29; 1977 c. 418 s. 929 (55); 1979 c. 110; 1979 c. 177 s. 85; 1979 c. 188, 221, 355; 1981 c. 112, 180; 1981 c. 391 s. 210; 1983 a. 27, 189; 1985 a. 238, 319; 1987 a. 262; 1989 a. 47 ss. 2 to 5, 8 to 11; 1989 a. 94, 106, 139, 359; 1991 a. 295, 315; 1993 a. 27; 1995 a. 27 s. 3687; Stats. 1995 s. 106.04; 1995 a. 225; 1995 a. 448 ss. 66, 68; 1997 a. 112, 237, 312; 1999 a. 82 ss. 38 to 74; Stats. 1999 s. 106.50; 1999 a. 150 s. 672; 1999 a. 162; 2001 a. 30 s. 108; 2001 a. 109.

16 **SECTION 20.** 106.50 (1m) (h) of the statutes is amended to read:

17 **106.50 (1m) (h) "Discriminate"** means to segregate, separate, exclude, or treat
18 a person or class of persons unequally in a manner described in sub. (2), (2m), or (2r)
19 because of sex, race, color, sexual orientation, disability, religion, national origin,
20 marital status, family status, military status, lawful source of income, age, or
21 ancestry.

History: 1971 c. 185 s. 1; 1971 c. 228 s. 42; 1971 c. 230; 1971 c. 307 s. 51; Stats. 1971 s. 101.22; 1975 c. 94, 275, 421, 422; 1977 c. 29; 1977 c. 418 s. 929 (55); 1979 c. 110; 1979 c. 177 s. 85; 1979 c. 188, 221, 355; 1981 c. 112, 180; 1981 c. 391 s. 210; 1983 a. 27, 189; 1985 a. 238, 319; 1987 a. 262; 1989 a. 47 ss. 2 to 5, 8 to 11; 1989 a. 94, 106, 139, 359; 1991 a. 295, 315; 1993 a. 27; 1995 a. 27 s. 3687; Stats. 1995 s. 106.04; 1995 a. 225; 1995 a. 448 ss. 66, 68; 1997 a. 112, 237, 312; 1999 a. 82 ss. 38 to 74; Stats. 1999 s. 106.50; 1999 a. 150 s. 672; 1999 a. 162; 2001 a. 30 s. 108; 2001 a. 109.

22 **SECTION 21.** 106.50 (1m) (nm) of the statutes is amended to read:

1 106.50 (1m) (nm) "Member of a protected class" means a group of natural
 2 persons, or a natural person, who may be categorized based on one or more of the
 3 following characteristics: sex, race, color, disability, sexual orientation as defined in
 4 s. ~~111.32 (13m)~~, religion, national origin, marital status, family status, military
 5 status, lawful source of income, age, or ancestry.

History: 1971 c. 185 s. 1; 1971 c. 228 s. 42; 1971 c. 230; 1971 c. 307 s. 51; Stats. 1971 s. 101.22; 1975 c. 94, 275, 421, 422; 1977 c. 29; 1977 c. 418 s. 929
 (55); 1979 c. 110; 1979 c. 177 s. 85; 1979 c. 188, 221, 355; 1981 c. 112, 180; 1981 c. 391 s. 210; 1983 a. 27, 189; 1985 a. 238, 319; 1987 a. 262; 1989 a. 47 ss.
 2 to 5, 8 to 11; 1989 a. 94, 106, 139, 359; 1991 a. 295, 315; 1993 a. 27; 1995 a. 27 s. 3687; Stats. 1995 s. 106.04; 1995 a. 225; 1995 a. 448 ss. 66, 68; 1997 a.
 112, 237, 312; 1999 a. 82 ss. 38 to 74; Stats. 1999 s. 106.50; 1999 a. 150 s. 672; 1999 a. 162; 2001 a. 30 s. 108; 2001 a. 109.

6 **SECTION 22.** 106.50 (1m) (o) of the statutes is created to read:

7 106.50 (1m) (o) "Military status" has the meaning given in s. 111.32 (12g).

8 **SECTION 23.** 106.50 (5m) (f) 1. of the statutes is amended to read:

9 106.50 (5m) (f) 1. Nothing in this section prohibits an owner or agent from
 10 requiring that a person who seeks to buy or rent housing supply information
 11 concerning family status, military status, and marital, financial, and business status
 12 but not concerning race, color, physical condition, disability, sexual orientation,
 13 ancestry, national origin, religion, creed, or, subject to subd. 2., age.

History: 1971 c. 185 s. 1; 1971 c. 228 s. 42; 1971 c. 230; 1971 c. 307 s. 51; Stats. 1971 s. 101.22; 1975 c. 94, 275, 421, 422; 1977 c. 29; 1977 c. 418 s. 929
 (55); 1979 c. 110; 1979 c. 177 s. 85; 1979 c. 188, 221, 355; 1981 c. 112, 180; 1981 c. 391 s. 210; 1983 a. 27, 189; 1985 a. 238, 319; 1987 a. 262; 1989 a. 47 ss.
 2 to 5, 8 to 11; 1989 a. 94, 106, 139, 359; 1991 a. 295, 315; 1993 a. 27; 1995 a. 27 s. 3687; Stats. 1995 s. 106.04; 1995 a. 225; 1995 a. 448 ss. 66, 68; 1997 a.
 112, 237, 312; 1999 a. 82 ss. 38 to 74; Stats. 1999 s. 106.50; 1999 a. 150 s. 672; 1999 a. 162; 2001 a. 30 s. 108; 2001 a. 109.

14 **SECTION 24.** 106.52 (1) (am) of the statutes is created to read:

15 106.52 (1) (am) "Military status" has the meaning given in s. 111.32 (12g).

16 **SECTION 25.** 106.52 (3) (a) 1. of the statutes is amended to read:

17 106.52 (3) (a) 1. Deny to another or charge another a higher price than the
 18 regular rate for the full and equal enjoyment of any public place of accommodation
 19 or amusement because of sex, race, color, creed, disability, sexual orientation,
 20 national origin, military status, or ancestry.

History: 1971 c. 185 s. 1; 1971 c. 228 s. 42; 1971 c. 230; 1971 c. 307 s. 51; Stats. 1971 s. 101.22; 1975 c. 94, 275, 421, 422; 1977 c. 29; 1977 c. 418 s. 929
 (55); 1979 c. 110; 1979 c. 177 s. 85; 1979 c. 188, 221, 355; 1981 c. 112, 180; 1981 c. 391 s. 210; 1983 a. 27, 189; 1985 a. 238, 319; 1987 a. 262; 1989 a. 47 ss.
 2 to 5, 8 to 11; 1989 a. 94, 106, 139, 359; 1991 a. 295, 315; 1993 a. 27; 1995 a. 27 s. 3687; Stats. 1995 s. 106.04; 1995 a. 225; 1995 a. 448 ss. 66, 68; 1997 a.
 112, 237, 312; 1999 a. 82 ss. 75 to 92, 102 to 105; Stats. 1999 s. 106.52; 1999 a. 186.

21 **SECTION 26.** 106.52 (3) (a) 2. of the statutes is amended to read:

1 106.52 (3) (a) 2. Give preferential treatment to some classes of persons in
2 providing services or facilities in any public place of accommodation or amusement
3 because of sex, race, color, creed, sexual orientation, national origin, military status,
4 or ancestry.

History: 1971 c. 185 s. 1; 1971 c. 228 s. 42; 1971 c. 230; 1971 c. 307 s. 51; Stats. 1971 s. 101.22; 1975 c. 94, 275, 421, 422; 1977 c. 29; 1977 c. 418 s. 929 (55); 1979 c. 110; 1979 c. 177 s. 85; 1979 c. 188, 221, 355; 1981 c. 112, 180; 1981 c. 391 s. 210; 1983 a. 27, 189; 1985 a. 238, 319; 1987 a. 262; 1989 a. 47 ss. 2 to 5, 8 to 11; 1989 a. 94, 106, 139, 359; 1991 a. 295, 315; 1993 a. 27; 1995 a. 27 s. 3687; Stats. 1995 s. 106.04; 1995 a. 225; 1995 a. 448 ss. 66, 68; 1997 a. 112, 237, 312; 1999 a. 82 ss. 75 to 92, 102 to 105; Stats. 1999 s. 106.52; 1999 a. 186.

5 **SECTION 27.** 106.52 (3) (a) 3. of the statutes is amended to read:

6 106.52 (3) (a) 3. Directly or indirectly publish, circulate, display, or mail any
7 written communication ~~which~~ that the communicator knows is to the effect that any
8 of the facilities of any public place of accommodation or amusement will be denied
9 to any person by reason of sex, race, color, creed, disability, sexual orientation,
10 national origin, military status, or ancestry or that the patronage of a person is
11 unwelcome, objectionable, or unacceptable for any of those reasons.

History: 1971 c. 185 s. 1; 1971 c. 228 s. 42; 1971 c. 230; 1971 c. 307 s. 51; Stats. 1971 s. 101.22; 1975 c. 94, 275, 421, 422; 1977 c. 29; 1977 c. 418 s. 929 (55); 1979 c. 110; 1979 c. 177 s. 85; 1979 c. 188, 221, 355; 1981 c. 112, 180; 1981 c. 391 s. 210; 1983 a. 27, 189; 1985 a. 238, 319; 1987 a. 262; 1989 a. 47 ss. 2 to 5, 8 to 11; 1989 a. 94, 106, 139, 359; 1991 a. 295, 315; 1993 a. 27; 1995 a. 27 s. 3687; Stats. 1995 s. 106.04; 1995 a. 225; 1995 a. 448 ss. 66, 68; 1997 a. 112, 237, 312; 1999 a. 82 ss. 75 to 92, 102 to 105; Stats. 1999 s. 106.52; 1999 a. 186.

12 **SECTION 28.** 106.52 (3) (a) 4. of the statutes is amended to read:

13 106.52 (3) (a) 4. Refuse to furnish or charge another a higher rate for any
14 automobile insurance because of race, color, creed, disability, national origin,
15 military status, or ancestry.

History: 1971 c. 185 s. 1; 1971 c. 228 s. 42; 1971 c. 230; 1971 c. 307 s. 51; Stats. 1971 s. 101.22; 1975 c. 94, 275, 421, 422; 1977 c. 29; 1977 c. 418 s. 929 (55); 1979 c. 110; 1979 c. 177 s. 85; 1979 c. 188, 221, 355; 1981 c. 112, 180; 1981 c. 391 s. 210; 1983 a. 27, 189; 1985 a. 238, 319; 1987 a. 262; 1989 a. 47 ss. 2 to 5, 8 to 11; 1989 a. 94, 106, 139, 359; 1991 a. 295, 315; 1993 a. 27; 1995 a. 27 s. 3687; Stats. 1995 s. 106.04; 1995 a. 225; 1995 a. 448 ss. 66, 68; 1997 a. 112, 237, 312; 1999 a. 82 ss. 75 to 92, 102 to 105; Stats. 1999 s. 106.52; 1999 a. 186.

16 **SECTION 29.** 106.52 (3) (a) 5. of the statutes is amended to read:

17 106.52 (3) (a) 5. Refuse to rent, charge a higher price than the regular rate or
18 give preferential treatment, because of sex, race, color, creed, sexual orientation,
19 national origin, military status, or ancestry, regarding the use of any private
20 facilities commonly rented to the public.

History: 1971 c. 185 s. 1; 1971 c. 228 s. 42; 1971 c. 230; 1971 c. 307 s. 51; Stats. 1971 s. 101.22; 1975 c. 94, 275, 421, 422; 1977 c. 29; 1977 c. 418 s. 929 (55); 1979 c. 110; 1979 c. 177 s. 85; 1979 c. 188, 221, 355; 1981 c. 112, 180; 1981 c. 391 s. 210; 1983 a. 27, 189; 1985 a. 238, 319; 1987 a. 262; 1989 a. 47 ss. 2 to 5, 8 to 11; 1989 a. 94, 106, 139, 359; 1991 a. 295, 315; 1993 a. 27; 1995 a. 27 s. 3687; Stats. 1995 s. 106.04; 1995 a. 225; 1995 a. 448 ss. 66, 68; 1997 a. 112, 237, 312; 1999 a. 82 ss. 75 to 92, 102 to 105; Stats. 1999 s. 106.52; 1999 a. 186.

1 **SECTION 30.** 111.075 (2) (b) of the statutes is amended to read:

2 111.075 (2) (b) The commission shall declare any fair-share or maintenance of
3 membership agreement suspended upon such conditions and for such time as the
4 commission decides whenever ~~it~~ the commission finds that the labor organization
5 involved has refused on the basis of race, color, sexual orientation, military status,
6 as defined in s. 111.32 (12g), or creed to receive as a member any employee in the
7 collective bargaining unit involved, and the agreement shall be made subject to the
8 findings and orders of the commission. Any of the parties to the agreement, or any
9 employee covered ~~thereby~~ by the agreement, may come before the commission, as
10 provided in s. 111.07, and petition the commission to make such a finding.

11 **History:** 1995 a. 27.

11 **SECTION 31.** 111.31 (1) of the statutes is amended to read:

12 111.31 (1) The legislature finds that the practice of unfair discrimination in
13 employment against properly qualified individuals by reason of their age, race,
14 creed, color, disability, marital status, sex, national origin, ancestry, sexual
15 orientation, arrest record, conviction record, ~~membership in the national guard,~~
16 ~~state defense force or any other reserve component of the military forces of the United~~
17 ~~States or this state~~ military status, or use or nonuse of lawful products off the
18 employer's premises during nonworking hours substantially and adversely affects
19 the general welfare of the state. Employers, labor organizations, employment
20 agencies, and licensing agencies that deny employment opportunities and
21 discriminate in employment against properly qualified individuals solely because of
22 their age, race, creed, color, disability, marital status, sex, national origin, ancestry,
23 sexual orientation, arrest record, conviction record, ~~membership in the national~~
24 ~~guard, state defense force or any other reserve component of the military forces of the~~

1 ~~United States or this state~~ military status,[✓] or use or nonuse of lawful products off the
2 employer's premises during nonworking hours deprive those individuals of the
3 earnings that are necessary to maintain a just and decent standard of living.

4 History: 1977 c. 125; 1979 c. 319; 1981 c. 112, 334, 384[✓]; 1987 a. 63; 1991 a. 289, 310, 315; 1997 a. 112.

SECTION 32. 111.31 (2) of the statutes is amended to read:

5 111.31 (2) It is the intent of the legislature to protect by law the rights of all
6 individuals to obtain gainful employment and to enjoy privileges free from
7 employment discrimination because of age, race, creed, color, disability, marital
8 status, sex, national origin, ancestry, sexual orientation, arrest record, conviction
9 record, ~~membership in the national guard, state defense force or any other reserve~~
10 ~~component of the military forces of the United States or this state~~ military status,[✓]
11 or use or nonuse of lawful products off the employer's premises during nonworking
12 hours, and to encourage the full, nondiscriminatory utilization of the productive
13 resources of the state to the benefit of the state, the family, and all the people of the
14 state. It is the intent of the legislature in promulgating this subchapter to encourage
15 employers to evaluate an employee or applicant for employment based upon the
16 ~~employee's or applicant's~~ individual qualifications [✓] of the employee or applicant
17 rather than upon a particular class to which the individual may belong.

18 History: 1977 c. 125; 1979 c. 319; 1981 c. 112, 334, 394[✓]; 1987 a. 63; 1991 a. 289, 310, 315; 1997 a. 112.

SECTION 33. 111.31 (3) of the statutes is amended to read:

19 111.31 (3) In the interpretation and application of this subchapter, and
20 otherwise, it is declared to be the public policy of the state to encourage and foster
21 to the fullest extent practicable the employment of all properly qualified individuals
22 regardless of age, race, creed, color, disability, marital status, sex, national origin,
23 ancestry, sexual orientation, arrest record, conviction record, [✓] ~~membership in the~~
24 ~~national guard, state defense force or any other reserve component of the military~~

1 ~~forces of the United States or this state~~ [✓] military status, or use or nonuse of lawful
2 products off the employer's premises during nonworking hours. Nothing in this
3 subsection requires an affirmative action program to correct an imbalance in the
4 work force. This subchapter shall be liberally construed for the accomplishment of
5 this purpose.

6 **History:** 1977 c. 125; 1979 c. 319; 1981 c. 112, 334, 391; 1987 a. 63; 1991 a. 289, 310, 315; 1997 a. 112.

6 **SECTION 34.** 111.32 (12g) of the statutes is created to read:

7 111.32 (12g) "Military status" means membership in the national guard, state
8 defense force, or any other reserve component of the military forces of the United
9 States or of this state. [✓]

10 **SECTION 35.** 111.321 of the statutes is amended to read:

11 **111.321 Prohibited bases of discrimination.** Subject to ss. 111.33 to 111.36,
12 no employer, labor organization, employment agency, licensing agency, or other
13 person may engage in any act of employment discrimination as specified in s. 111.322
14 against any individual on the basis of age, race, creed, color, disability, marital
15 status, sex, national origin, ancestry, arrest record, conviction record, membership
16 ~~in the national guard, state defense force or any reserve component of the military~~
17 ~~forces of the United States or this state~~ military status, [✓] or use or nonuse of lawful
18 products off the employer's premises during nonworking hours.

19 **History:** 1981 c. 334; 1987 a. 63; 1991 a. 310; 1997 a. 112.

19 **SECTION 36.** 111.70 (2) of the statutes is amended to read:

20 111.70 (2) RIGHTS OF MUNICIPAL EMPLOYEES. Municipal employees shall have the
21 right of self-organization, and the right to form, join, or assist labor organizations,
22 to bargain collectively through representatives of their own choosing, and to engage
23 in lawful, concerted activities for the purpose of collective bargaining or other mutual
24 aid or protection, and such employees shall have the right to refrain from any and

1 all such activities except that employees may be required to pay dues in the manner
 2 provided in a fair-share agreement. Such fair-share agreement shall be subject to
 3 the right of the municipal employer or a labor organization to petition the
 4 commission to conduct a referendum. Such petition ~~must~~ shall be supported by proof
 5 that at least 30% of the employees in the collective bargaining unit desire that the
 6 fair-share agreement be terminated. Upon so finding, the commission shall conduct
 7 a referendum. If the continuation of the agreement is not supported by at least the
 8 majority of the eligible employees, ~~it~~ the agreement shall be deemed considered
 9 terminated. The commission shall declare any fair-share agreement suspended
 10 upon such conditions and for such time as the commission decides whenever ~~it~~ the
 11 commission finds that the labor organization involved has refused on the basis of
 12 race, color, sexual orientation, creed, military status, as defined in s. 111.32 (12g), or
 13 sex to receive as a member any employee of the municipal employer in the bargaining
 14 unit involved, and such agreement shall be made subject to this duty of the
 15 commission. Any of the parties to such agreement or any municipal employee
 16 covered ~~thereby~~ by the agreement may come before the commission, as provided in
 17 s. 111.07, and ask the performance of this duty.

History: 1971 c. 124, 246, 247, 307, 336; 1973 c. 64, 65; 1977 c. 178, 186, 272, 442, 449; 1979 c. 32 s. 92 (15); 1981 c. 20, 112, 187; 1983 a. 189, 192; 1985 a. 29; 1985 a. 182 s. 57; 1985 a. 318; 1987 a. 153, 399; 1991 a. 136; 1993 a. 16, 429, 492; 1995 a. 27, 225, 289; 1997 a. 27, 237; 1999 a. 9, 65; 1999 a. 150 s. 672; 2001 a. 16.

18 **SECTION 37.** 111.81 (12) (b) of the statutes is amended to read:

19 111.81 (12) (b) Which discriminates with regard to the terms or conditions of
 20 membership because of race, color, creed, sex, age, sexual orientation, military
 21 status, as defined in s. 111.32 (12g), or national origin.

History: 1971 c. 270; 1975 c. 238; 1977 c. 196; 1981 c. 112; 1983 a. 160, 189, 538; 1985 a. 29, 42; 1989 a. 31; 1993 a. 492; 1995 a. 27, 324; 1997 a. 35; 2001 a. 16.

22 **SECTION 38.** 111.85 (2) (b) of the statutes is amended to read:

1 111.85 (2) (b) The commission shall declare any fair-share or maintenance of
2 membership agreement suspended upon such conditions and for such time as the
3 commission decides whenever it the commission finds that the labor organization
4 involved has refused on the basis of race, color, sexual orientation, military status,
5 as defined in s. 111.32 (12g), or creed to receive as a member any employee or
6 supervisor in the collective bargaining unit involved, and the agreement shall be
7 made subject to the findings and orders of the commission. Any of the parties to the
8 agreement, or any employee or supervisor covered thereby by the agreement, may
9 come before the commission, as provided in s. 111.07, and petition the commission
10 to make such a finding.

History: 1971 c. 270; 1981 c. 112; 1983 a. 160; 1985 a. 27; 1995 a. 27.

11 **SECTION 39.** 118.20 (1) of the statutes is amended to read:

12 118.20 (1) No discrimination because of sex, except where sex is a bona fide
13 occupational qualification, as defined in s. 111.36 (2), race, nationality, military
14 status, as defined in s. 111.32 (12g), or political or religious affiliation may be
15 practiced in the employment of teachers or administrative personnel in public
16 schools or in their assignment or reassignment. No questions of any nature or form
17 relative to sex, except where sex is a bona fide occupational qualification, as defined
18 in s. 111.36 (2), race, nationality, military status, as defined in s. 111.32 (12g), or
19 political or religious affiliation may be asked applicants for teaching or
20 administrative positions in the public schools either by public school officials or
21 employees or by teachers agencies or placement bureaus.

History: 1975 c. 94; 1977 c. 286 s. 4; 1981 c. 334 s. 25 (2); 1993 a. 492; 1995 a. 27 ss. 3954, 3955, 9145 (1); 1997 a. 27.

22 **SECTION 40.** 138.20 (1) of the statutes is amended to read:

23 138.20 (1) **RULE.** No financial organization, as defined under ss. 71.04 (8) (a)
24 and 71.25 (10) (a), or any other credit granting commercial institution may

1 discriminate in the granting or extension of any form of [✓]loan or credit, or of the
 2 privilege or capacity to obtain any form of loan or credit, on the basis of the applicant's
 3 physical condition, developmental disability, as defined in s. 51.01 (5), sex, military
 4 status, as defined in s. 111.32 (12g),[✓] or marital status; provided, however, that no
 5 such organization or institution shall be required to grant or extend any form of loan
 6 or credit to any person who such organization or institution has evidence
 7 demonstrating the applicant's lack of legal capacity to contract ~~therefor~~ [✓]for a loan or
 8 credit or to contract with respect to any mortgage or security interest in collateral
 9 related thereto to a loan or credit.[✓]

History: 1973 c. 88; 1975 c. 275; 1977 c. 418 s. 929 (56)[✓]; 1983 a. 186; 1985 a. 37; 1987 a. 312 s. 17.

10 SECTION 41. 194.025[✓] of the statutes is amended to read:

11 **194.025 Discrimination prohibited.** No motor carrier may engage in any
 12 practice, act, or omission ~~which~~ that results in discrimination on the basis of race,
 13 creed, sex, military status, as defined in s. 111.32 (12g),[✓] or national origin.

History: 1901 c. 347.

14 SECTION 42. 224.77 (1) (o)[✓] of the statutes is amended to read:

15 224.77 (1) (o) In the course of practice as a mortgage banker, loan originator,
 16 or mortgage broker, except in relation to housing designed to meet the needs of
 17 elderly individuals, treated a person unequally solely because of sex, race, color,
 18 handicap, sexual orientation, as defined in s. 111.32 (13m), religion, national origin,
 19 age or, ancestry, ~~the person's lawful source of income,~~ military status, as defined in
 20 s. 111.32 (12g), or ~~the sex or marital status of the person maintaining a household.~~[✓]

History: 1987 a. 359; 1987 a. 403 ss. 182, 256; Stats. 1987 a. 440.77; 1988 a. 112; 1995 a. 27 ss. 0598 to 0600; Stats. 1995 s. 224.77; 1997 a. 145, 191,
 237; 1999 a. 32, 82; 1999 a. 150 s. 672.

21 SECTION 43. 230.01 (2)[✓] of the statutes is amended to read:

22 230.01 (2) It is the policy of the state and the responsibility of the secretary and
 23 the administrator to maintain a system of personnel management ~~which~~ that fills

1 positions in the classified service through methods ~~which~~ that apply the merit
2 principle, with adequate civil service safeguards. It is the policy of this state to
3 provide for equal employment opportunity by ensuring that all personnel actions
4 including hire, tenure or term, and condition or privilege of employment be based on
5 the ability to perform the duties and responsibilities assigned to the particular
6 position without regard to age, race, creed or religion, color, disability, sex, national
7 origin, ancestry, sexual orientation, [✓] military status, as defined in s. 111.32 (12g), or
8 political affiliation. It is the policy of this state to take affirmative action ~~which~~ that
9 is not in conflict with other provisions of this chapter. It is the policy of the state to
10 ensure its employees opportunities for satisfying careers and fair treatment based
11 on the value of each employee's services. It is the policy of this state to encourage
12 disclosure of information under subch. III and to ensure that any employee employed
13 by a governmental unit is protected from retaliatory action for disclosing information
14 under subch. III. It is the policy of this state to correct pay inequities based on gender
15 or race in the state civil service system.

16 **History:** 1977 c. 196; 1981 c. 112; 1983 a. 409; 1985 [✓] a. 29, 1987 a. 32; 1999 a. 87.

SECTION 44. 230.18 of the statutes is amended to read:

17 **230.18 Discrimination prohibited.** No question in any form of application
18 or in any examination may be so framed as to elicit information concerning the
19 partisan political or religious opinions or affiliations of any applicant nor may any
20 inquiry be made concerning ~~such~~ those opinions or affiliations and all disclosures
21 ~~thereof~~ of those opinions or affiliations [✓] shall be discountenanced except that the
22 administrator may evaluate the competence and impartiality of applicants for
23 positions such as clinical chaplain in a state institutional program. No
24 discriminations may be exercised in the recruitment, application, examination, or

1 hiring process against or in favor of any person because of the person's political or
2 religious opinions or affiliations or because of age, sex, disability, race, color, sexual
3 orientation, national origin, military status, as defined in s. 111.32 (12g), or ancestry
4 except as otherwise provided.

History: 1971 c. 270; 1977 c. 196 s. 43; Stats. 1977 s. 230.18; 1981 c. 112, 391; 1999 a. 87.

5 **SECTION 45.** 234.29 of the statutes is amended to read:

6 **234.29 Equality of occupancy and employment.** The authority shall
7 require that occupancy of housing projects assisted under this chapter be open to all
8 regardless of sex, race, religion, sexual orientation, military status, as defined in s.
9 111.32 (12g), or creed, and that contractors and subcontractors engaged in the
10 construction of economic development or housing projects, shall provide an equal
11 opportunity for employment, without discrimination as to sex, race, religion, sexual
12 orientation, military status, as defined in s. 111.32 (12g), or creed.

History: 1971 c. 287; 1975 c. 94; 1981 c. 112; 1983 a. 83.

13 **SECTION 46.** 452.14 (3) (n) of the statutes is amended to read:

14 452.14 (3) (n) Treated any person unequally solely because of sex, race, color,
15 handicap, national origin, ancestry, marital status, military status, as defined in s.
16 111.32 (12g), or lawful source of income.

History: 1981 c. 94, 391; 1983 a. 27 s. 2202 (44); 1983 a. 354; 1985 a. 305; 1987 a. 399; 1989 a. 307, 341, 359; 1991 a. 32, 163; 1993 a. 127; 1995 a. 400.

17 **SECTION 47.** 632.35 of the statutes is amended to read:

18 **632.35 Prohibited rejection, cancellation, and nonrenewal.** No insurer
19 may cancel or refuse to issue or renew an automobile insurance policy wholly or
20 partially because of ~~one or more of the following characteristics of any person: the~~
21 age, sex, residence, race, color, creed, religion, national origin, ancestry, marital
22 status, military status, as defined in s. 111.32 (12g), or occupation of a person.

History: 1975 c. 375; 1979 c. 102.

Mentkowski, Annie

From: Kolka, Kathie
Sent: Wednesday, June 04, 2003 9:56 AM
To: LRB.Legal
Subject: Draft review: LRB 03-2483/1 Topic: Discrimination based on military status

It has been requested by <Kolka, Kathie> that the following draft be jacketed for the ASSEMBLY:

Draft review: LRB 03-2483/1 Topic: Discrimination based on military status