



WISCONSIN LEGISLATIVE COUNCIL ACT MEMO

2007 Wisconsin Act 159
[2007 Assembly Bill 32]

**Employment Discrimination Based
on Military Service**

2007 Wisconsin Act 159 prohibits an employer (and certain others) from refusing to hire, employ, admit, or license a person (or take other specified action) based on the person's military service. "Military service" is defined as service in the U.S. armed forces, the state defense force, the national guard of any state, or any other reserve component of the U.S. armed forces. The prohibition against discrimination because of military service pertains if the person is, or applies to be, in military service or if the person performs, has performed, applies to perform, or has an obligation to perform military service.

Under Act 159, it is *not* employment discrimination because of military service to refuse to hire (or take other specified action against) a person who has been discharged from military service under a bad conduct, dishonorable, or other than honorable discharge, or under an entry-level separation, where the circumstances of the discharge or separation substantially relate to the circumstances of the particular job or licensed activity.

Effective Date: April 8, 2008

Prepared by: Pam Shannon, Senior Staff Attorney

April 7, 2008

PS:wu

This memo provides a brief description of the Act. For more detailed information, consult the text of the law and related legislative documents at the Legislature's Web site at: <http://www.legis.state.wi.us/>.