

MAINE STATE LEGISLATURE

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ONE HUNDRED AND SIXTH LEGISLATURE

Legislative Document

No. 353

H. P. 277

House of Representatives, January 24, 1973

Referred to the Committee on State Government. Sent up for concurrence and ordered printed.

E. LOUISE LINCOLN, Clerk

Presented by Mrs. Goodwin of Bath.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-THREE

AN ACT to Prevent Sex Discrimination under Human Rights Act.

Be it enacted by the People of the State of Maine, as follows:

Sec. 1. R. S., T. 5, § 4552, amended. Section 4552 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

§ 4552. Policy

To protect the public health, safety and welfare, it is declared to be the policy of this State to keep continually in review all practices infringing on the basic human right to a life with dignity, and the causes of such practices, so that corrective measures may, where possible, be promptly recommended and implemented; and to prevent discrimination in employment, housing or access to public accommodations on account of race, color, **sex**, religion, ancestry or national origin and in employment, discrimination on account of age.

Sec. 2. R. S., T. 5, § 4566, sub-§ 6, amended. The 2nd sentence of subsection 6 of section 4566 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

The commission may itself, or it may empower these agencies and councils to study the problems of discrimination in all or specific fields of human relationships when based on race or color, **sex**, religion or country of ancestral origin, and foster, through community effort or otherwise, good will among the groups and elements of the population of the State.

Sec. 3. R. S., T. 5, § 4566, sub-§ 10, amended. Subsection 10 of section 4566 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

10. Publications. To issue such publications and such results of investigations and research as in its judgment will tend to promote good will, and minimize or eliminate discrimination based on race or color, **sex**, religion or country of ancestral origin;

Sec. 4. R. S., T. 5, § 4566, sub-§ 11, amended. Subsection 11 of section 4566 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

11. Reports. From time to time, but not less than once a year, to report to the Legislature and the Governor, describing the investigations, proceedings and hearings the commission has conducted and their outcome and the other work performed by it, and make recommendations for such further legislation or executive action concerning abuses and discrimination based on race or color, **sex**, religion or country of ancestral origin, or other infringements on human rights or personal dignity, as may be desirable;

Sec. 5. R. S., T. 5, § 4571, amended. Section 4571 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

§ 4571. Right to freedom from discrimination in employment

The opportunity for an individual to secure employment without discrimination because of race, color, **sex**, religious creed, age, ancestry or national origin is recognized as and declared to be a civil right.

Sec. 6. R. S., T. 5, § 4572, sub-§ 1, §§ A,B,C,D & E, amended. Paragraphs A, B, C, D and E of subsection 1 of section 4572 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, are amended to read as follows:

A. For any employer to fail or refuse to hire or otherwise discriminate against any applicant for employment because of ~~his~~ race or color, **sex**, religion, country of ancestral origin or age, or because of any such reason to discharge an employee or discriminate ~~against him~~ with respect to hire, tenure, promotion, transfer, compensation, terms, conditions or privileges of employment, or any other matter directly or indirectly related to employment, or in the recruiting of individuals for employment or in hiring them, to utilize any employment agency which such employer knows, or has reasonable cause to know, discriminates against individuals because of their race or color, **sex**, religion, age or country of ancestral origin;

B. For any employment agency to fail or refuse to classify properly or refer for employment or otherwise discriminate against any individual because of ~~his~~ race or color, **sex**, religion, age or country of ancestral origin or to comply with an employer's request for the referral of job applicants, if such request indicates either directly or indirectly that such employer will not afford full and equal employment opportunities to individuals re-

ardless of their race or color, **sex**, religion, age or country of ancestral origin ;

C. For any labor organization to exclude from apprenticeship or membership, or to deny full and equal membership rights, to any applicant for membership, because of ~~his~~ race or color, **sex**, religion, age or country of ancestral origin, or because of any such reason to deny a member full and equal membership rights, expel ~~him~~ from membership, penalize ~~him~~ or otherwise discriminate in any manner ~~against him~~ with respect to ~~his~~ hire, tenure, promotion, transfer, compensation, terms, conditions or privileges of employment, representation, grievances or any other matter directly or indirectly related to membership or employment, whether or not authorized or required by the constitution or bylaws of such labor organization or by a collective labor agreement or other contract, or to fail or refuse to classify properly or refer for employment, or otherwise to discriminate against any member because of ~~his~~ race or color, **sex**, religion, age or country of ancestral origin or to cause or attempt to cause an employer to discriminate against an individual in violation of this section ;

D. For any employer or employment agency or labor organization, prior to employment or admission to membership of any individual, to

- (1) Elicit or attempt to elicit any information directly or indirectly pertaining to ~~his~~ race or color, **sex**, religion or country of ancestral origin ;
- (2) Make or keep a record of ~~his~~ race or color, **sex**, religion or country of ancestral origin ;
- (3) Use any form of application for employment, or personnel or membership blank containing questions or entries directly or indirectly pertaining to race or color, **sex**, religion or country of ancestral origin ;
- (4) Print or publish or cause to be printed or published any notice or advertisement relating to employment or membership indicating any preference, limitation, specification or discrimination based upon race or color, **sex**, religion or country of ancestral origin ;
- (5) Establish, announce or follow a policy of denying or limiting, through a quota system or otherwise, employment or membership opportunities of any group because of the race or color, **sex**, religion or country of ancestral origin of such group ;

E. For an employer or employment agency or labor organization to discriminate in any manner against any individual because ~~he has they have~~ opposed any practice which would be a violation of this Act, or because ~~he has they have~~ made a charge, testified or assisted in any manner in any investigation, proceeding or hearing under this Act.

Sec. 7. R. S., T. 5, § 4573, sub-§ 2, amended. Subsection 2 of section 4573 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows :

2. **Records.** After employment or admission to membership, to make a record of such features of an individual as are needed in good faith for the

purpose of identifying ~~him~~ **them**, provided such record is intended and used in good faith solely for such identification, and not for the purpose of discrimination in violation of this Act;

Sec. 8. R. S., T. 5, § 4581, amended. Section 4581 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

§ 4581. Decent housing

The opportunity for an individual to secure decent housing in accordance with his or her ability to pay, and without discrimination because of race, color, **sex**, religious creed, ancestry or national origin is hereby recognized as and declared to be a civil right.

Sec. 9. R. S., T. 5, § 4582, amended. Section 4582 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 and as amended by section 20 of chapter 622, both of the public laws of 1971, is further amended to read as follows:

§ 4582. Unlawful housing discrimination

It shall be unlawful housing discrimination, in violation of this Act:

For any owner, lessee, sublessee, managing agent or other person having the right to sell, rent, lease or manage a housing accommodation, or any agent of these to make or cause to be made any written or oral inquiry concerning the race or color, **sex**, religion or country of origin of any prospective purchaser, occupant or tenant of such housing accommodation; or to refuse to show or refuse to sell, rent, lease, let or otherwise deny to or withhold from any individual such housing accommodation because of the race or color, **sex**, religion or country of ancestral origin of such individual; or to issue any advertisement relating to the sale, rental or lease of such housing accommodation which indicates any preference, limitation, specification or discrimination based upon race or color, **sex**, religion or country of ancestral origin; or to discriminate against any individual because of ~~his~~ **his** race or color, **sex**, religion, or country of ancestral origin in the price, terms, conditions or privileges of the sale, rental or lease of any such housing accommodations or in the furnishing of facilities or services in connection therewith, or to evict or attempt to evict any tenant of any housing accommodations because of the race or color, **sex**, religion, or country of ancestral origin of such tenant;

For any real estate broker or real estate ~~salesman~~ **sales person**, or agent of one of them, to fail or refuse to show any applicant for a housing accommodation any such accommodation listed ~~with him~~ for sale, lease or rental, because of the race or color, **sex**, religion or country of ancestral origin of such applicant or of any intended occupant of such accommodation, or to misrepresent, for the purpose of discriminating on account of the race or color, **sex**, religion or country of ancestral origin of such applicant or intended occupant, the availability or asking price of a housing accommodation listed ~~with him~~ for sale, lease or rental; or for such a reason to fail to communicate to the person having the right to sell or lease such housing accom-

modation any offer for the same made by any applicant thereof; or in any other manner to discriminate against any applicant for housing because of race or color, **sex**, religion or country of ancestral origin of such applicant or of any intended occupant of the housing accommodation, or to make or cause to be made any written or oral inquiry or record concerning the race or color, **sex**, religion or country of ancestral origin of any such applicant or intended occupant, or to accept for listing any housing accommodation when the person having the right to sell or lease the same has directly or indirectly indicated an intention of discriminating among prospective tenants or purchasers on the ground of their race or color, **sex**, religion or country of ancestral origin, or when he knows or has reason to know that the person having the right to sell or lease such housing accommodation has made a practice of such discrimination since July 1, 1972;

For any person to whom application is made for a loan or other form of financial assistance for the acquisition, construction, rehabilitation, repair or maintenance of any housing accommodation, whether secured or unsecured, or agent of such person, to make or cause to be made any oral or written inquiry concerning the race or color, **sex**, religion or country of ancestral origin of any individual seeking such financial assistance, or of existing or prospective occupants or tenants of such housing accommodations; or to discriminate in the granting of such financial assistance, or in the terms, conditions or privileges relating to the obtaining or use of any such financial assistance, against any applicant because of the race or color, **sex**, religion or country of ancestral origin of such applicant or of the existing or prospective occupants or tenants.

Sec. 10. R. S., T. 5, § 4583, amended. Section 4583 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

§ 4583. Application

Nothing in this Act shall be construed in any manner to prohibit or limit the exercise of the privilege of every person and the agent of any person having the right to sell, rent, lease or manage a housing accommodation to set up and enforce specifications in the selling, renting, leasing or letting thereof or in the furnishings of facilities or services in connection therewith which are not based on the race, color, **sex**, religion or country of ancestral origin of any prospective or actual purchaser, lessee, tenant or occupant thereof. Nothing in this Act contained shall be construed in any manner to prohibit or limit the exercise of the privilege of every person and the agent of any person making loans for or offering financial assistance in the acquisition, construction, rehabilitation, repair or maintenance of housing accommodations, to set standards and preferences, terms, conditions, limitations or specifications for the granting of such loans or financial assistance which are not based on the race, color, **sex**, religion or country of origin of the applicant for such loan or financial assistance or, of any existing or prospective owner, lessee, tenant or occupant of such housing accommodation.

Sec. 11. R. S., T. 5, § 4591, amended. Section 4591 of Title 5 of the Re-

vised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

§ 4591. Equal access to public accommodations

The opportunity for every individual to have equal access to places of public accommodation without discrimination because of race, color, **sex**, religious creed, ancestry or national origin is recognized as and declared to be a civil right.

Sec. 12. R. S., T. 5 § 4592, amended. Section 4592 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

§ 4592. Unlawful public accommodations

It shall be unlawful public accommodations discrimination, in violation of this Act:

For any person, being the owner, lessee, proprietor, manager, superintendent, agent or employee of any place of public accommodation, to directly or indirectly refuse, withhold from or deny to any person, on account of race or color, **sex**, religion or country of ancestral origin, any of the accommodations, advantages, facilities or privileges of such place of public accommodation, or for such reason in any manner discriminate against any person in the price, terms or conditions upon which access to such accommodation, advantages, facilities and privileges may depend;

For any person to directly or indirectly publish, circulate, issue, display, post or mail any written, printed, painted or broadcast communication, notice or advertisement, to the effect that any of the accommodations, advantages, facilities and privileges of any place of public accommodation shall be refused, withheld from or denied to any person on account of race or color, **sex**, religion or country of ancestral origin, or that the patronage or custom thereof of any person belonging to or purporting to be of any particular race or color, **sex**, religion or country of ancestral origin is unwelcome, objectionable or not acceptable, desired or solicited, or that the clientele thereof is restricted to members of particular races or colors, **sexes**, religions or countries of ancestral origin. The production of any such written, printed, painted or broadcast communication, notice or advertisement, purporting to relate to any such place, shall be presumptive evidence in any action that the same was authorized by its owner, manager or proprietor.

Sec. 13. R. S., T. 5, § 4612, sub-§ 4, ¶¶ A and B, amended. Paragraphs A and B of subsection 4 of section 4612 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

A. Filing. If the commission finds reasonable grounds to believe that unlawful discrimination has occurred, and further believes that irreparable injury or great inconvenience will be caused the victim of such discrimination or to members of a racial, color, **sex**, religious or nationality group if relief is not immediately granted; or if conciliation efforts under subsection 3 have not succeeded, the commission shall file in the Superior Court

a civil action seeking such relief as is appropriate, including temporary restraining orders.

B. Grounds. Grounds for the filing of such an action before attempting conciliation include, but are not limited to:

- (1) In unlawful housing discrimination, that the housing accommodation sought is likely to be sold or rented to another during the pendency of proceedings, or that an unlawful eviction is about to occur;
- (2) In unlawful employment discrimination, that the victim of the discrimination has lost or is threatened with the loss of ~~his~~ job and income as a result of such discrimination;
- (3) In unlawful public accommodations discrimination, that such discrimination is causing inconvenience to many persons;
- (4) In any unlawful discrimination, that the victim of the discrimination is suffering or is in danger of suffering severe financial loss in relation to his circumstances, severe hardship or personal danger as a result of such discrimination.

Sec. 14. R. S., T. 5, § 4622, amended. Section 4622 of Title 5 of the Revised Statutes, as enacted by section 1 of chapter 501 of the public laws of 1971, is amended to read as follows:

§ 4622. Procedure

If the plaintiff alleges and establishes, to the satisfaction of the court, that he or **she** or someone acting on his or **her** behalf filed a complaint concerning the alleged unlawful discrimination with the commission at least 30 days prior to the filing of ~~his~~ the civil action, the action may be advanced on the docket and given priority over other civil actions, and the plaintiff may, in the court's sound discretion, be entitled to any of the relief provided for in this Act. If the plaintiff fails to allege and establish, to the satisfaction of the court, that he or **she** or someone acting on his or **her** behalf filed a complaint with the commission at least 30 days prior to the filing of his or **her** civil action, then except in extraordinary cases, to prevent irreparable injury or where good cause is shown, the action shall be heard in its ordinary course on the docket, and the plaintiff should not be granted attorneys' fees nor exemplary damages.

STATEMENT OF FACT

The purpose of this bill is reflected in the Title.