

MAINE STATE LEGISLATURE

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ONE HUNDRED AND SEVENTH LEGISLATURE

Legislative Document

No. 224

H. P. 187

House of Representatives, January 16, 1975

Referred to the Committee on Human Resources. Sent up for concurrence and ordered printed.

EDWIN H. PERT, Clerk

Presented by Mr. McKernan of Bangor.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-FIVE

AN ACT to Clarify the Laws Relating to Human Rights.

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

Sec. 1. 5 MRSA, § 4552, as last amended by PL 1973, c. 705, § 1, is further amended to read:

§ 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, physical handicap, religion, ancestry or national origin and in employment, discrimination on account of age; **and to prevent discrimination in the extension of credit on account of age, race, color, sex, marital status, religion, ancestry or national origin.**

Sec. 2. 5 MRSA, § 4566, sub-§ 6, 2nd sentence, as last amended by PL 1973, c. 705, § 2, is further amended to read:

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, physical handicap, religion, ~~or country of ancestral~~ **age, ancestry or national** origin, and foster, through community effort or otherwise, good will among the groups and elements of the population of the State.

Sec. 3. 5 MRSA, § 4566, sub-§ 10, as last amended by PL 1973, c. 705, § 3, is further amended to read:

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, physical handicap, religion, ~~or country of ancestral~~ age, ancestry or national origin;

Sec. 4. 5 MRSA, § 4566, sub-§ 11, as last amended by PL 1973, c. 705, § 4, is further amended to read:

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, physical handicap, religion, ~~or country of ancestral~~ age, ancestry or national origin, or other infringements on human rights or personal dignity, as may be desirable;

Sec. 5. 5 MRSA, § 4571, as last amended by PL 1973, c. 705, § 5, is further amended to read:

§ 4571. Right to freedom from discrimination in employment

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

Sec. 6. 5 MRSA, § 4572, as last amended by PL 1973, c. 705, § 6, is repealed and the following enacted in place thereof:

§ 4572. Unlawful employment discrimination

1. Unlawful employment. It shall be unlawful employment discrimination, in violation of this Act, except where based on a bona fide occupational qualification:

A. For any employer to fail or refuse to hire or otherwise discriminate against any applicant for employment because of race or color, sex, physical handicap, religion, ancestry or national origin or age, or because of any such reason to discharge an employee or discriminate 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 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, physical handicap, religion, age, ancestry or national 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 race or color, sex, physical handicap, religion, age, ancestry or

national 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 regardless of their race or color, sex, physical handicap, religion, age, ancestry or national 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 race or color, sex, physical handicap, religion, age, ancestry or national origin, or because of any such reason to deny a member full and equal membership rights, expel from membership, penalize or otherwise discriminate in any manner with respect to 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 race or color, sex, physical handicap, religion, age, ancestry or national 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 race or color, sex, physical handicap, religion, age, ancestry or national origin, except where a physical handicap is determined by the employer, employment agency or labor organization to be job related; or where some privileged information is necessary for an employment agency or labor organization to make a suitable job referral;

(2) Make or keep a record of race or color, sex, physical handicap, religion, age, ancestry or national origin, except under physical handicap, when an employer requires a physical examination prior to employment, a privileged record of such an examination is permissible;

(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, physical handicap, religion, age, ancestry or national origin, except under physical handicap, where it can be determined by the employer that the job or jobs to be filled require such information for the well-being and safety of the individual; nor will this section prohibit any officially recognized agency from keeping necessary records in order to provide free services to individuals requiring rehabilitation or employment assistance;

(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, physical handicap, age, ancestry or national origin, except under physical handicap when the text of such printed or published material strictly adheres to this Act;

(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, physical handicap, religion, age, ancestry or national origin of such group;

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

Sec. 7. 5 MRSA, § 4573, sub-§ 4, is enacted to read:

4. Refuse to hire or discharge physically handicapped. Nothing in this Act shall prohibit an employer from refusing to hire or discharging a physically handicapped employee, or subject an employer to any legal liability resulting from the refusing to employ or the discharge of a physically handicapped employee, where the employee, because of the physical handicap, is unable to perform his or her duties or perform those duties in a manner which would not endanger the health or safety of the employee or the health or safety of others or to be at, remain or go to or from the place where the duties of employment are to be performed.

Sec. 8. 5 MRSA, § 4581, as last amended by PL 1973, c. 705, § 7, is further amended to read:

§ 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, physical handicap, ~~religious creed~~ religion, ancestry or national origin is hereby recognized as and declared to be a civil right.

Sec. 9. 5 MRSA, § 4582, as last amended by PL 1973, c. 705, § 8, is repealed and the following enacted in place thereof:

§ 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, physical handicap, religion, ancestry or national 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, physical handicap, religion, ancestry or national 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, physical handicap, religion, ancestry or national origin; or to discriminate against any individual because of race or color, sex, physical handi-

cap, religion, ancestry or national 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 accommodation because of the race or color, sex, physical handicap, religion, ancestry or national origin of such tenant;

For any real estate broker or real estate sales person, or agent of one of them, to fail or refuse to show any applicant for a housing accommodation any such accommodation listed for sale, lease or rental, because of the race or color, sex, physical handicap, religion, ancestry or national 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, physical handicap, religion, ancestry or national origin of such applicant or intended occupant, the availability or asking price of a housing accommodation listed 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 accommodation 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, physical handicap, religion, ancestry or national 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, physical handicap, religion, ancestry or national 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, physical handicap, religion, ancestry or national 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, physical handicap, religion, ancestry or national 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, physical handicap, religion, ancestry or national origin of such applicant or of the existing or prospective occupants or tenants.

Sec. 10. 5 MRSA, § 459I, as last amended by PL 1973, c. 347, § 11, is further amended to read:

§ 459I. 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, **physical handicap, religious creed, religion, ancestry or national origin** is recognized as and declared to be a civil right.

Sec. 11. 5 MRSA, § 4592, as last amended by PL 1973, c. 705, § 10, is repealed and the following enacted in place thereof:

§ 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, physical handicap, religion, ancestry or national 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, physical handicap, religion, ancestry or national origin, or that the patronage or custom thereof of any person belonging to or purporting to be of any particular race or color, sex, physical handicap, religion, ancestry or national 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, physical handicap, religions, ancestries or national 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. 12. 5 MRSA, § 4593, sub-§ 1, first ¶, as enacted by PL 1973, c. 705, § 12, is amended to read:

Nothing in section 4591 or 4592 related to equal access to public accommodations or indirectly denying access to the physical ~~handicap~~ **handicapped** shall apply to existing structures, structures under construction or proposed construction submitted for bid before September 1, 1974. For any building or facility constructed specifically as a place of public accommodation on or after September 1, 1974, or when the estimated total costs for remodeling or enlarging an existing building exceeds \$100,000, there shall be:

Sec. 13. 5 MRSA, § 4593, sub-§ 1, last ¶, as enacted by PL 1973, c. 705, § 12, is amended to read:

In any building designed and constructed specifically for ~~public~~ **public** housing or **public** accommodations, the bathroom facilities and all accompanying fixtures shall be arranged to permit access and use by a person in a wheelchair in at least 1% of the living units. Such units shall be constructed on ground level and shall comply with paragraph C.

Sec. 14. 5 MRSA, § 4593, sub-§ 2, first sentence, as enacted by PL 1973, c. 705, § 12, is amended to read:

Existing places of employment or structures to be used for this purpose currently under construction or where proposed construction has been submitted for bid before September 1, 1974, are exempt from the requirements of this chapter as they relate to accessibility for the physical ~~handicap~~ **handicapped**.

Sec. 15. 5 MRSA, § 4595, as enacted by PL, 1973, c. 668, is amended to read:

§ 4595. Right to freedom from discrimination solely on the basis of age, race, color, sex, marital status, ancestry, religion or national origin in any credit transaction

The opportunity for every individual to be extended credit without discrimination solely because of age, race, color, sex, marital status, ancestry, ~~religious creed~~ **religion** or national origin is recognized as and declared to be a civil right.

Sec. 16. 5 MRSA, § 4596, first sentence, as enacted by PL 1973, c. 668, is amended to read:

It shall be unlawful credit discrimination for any creditor to refuse the extension of credit to any person solely on the basis of age, race, color, sex, marital status, ancestry, ~~religious creed~~ **religion** or national origin in any credit transaction.

Sec. 17. 5 MRSA, § 4598, as enacted by PL 1973, c. 668, is amended to read:

§ 4598. Enforcement

The Bank ~~Superintendent~~ **Commissioner** shall cooperate with the ~~Commission on~~ Human Rights **Commission** in their enforcement of this subchapter.

Sec. 18. 5 MRSA, § 4611, as enacted by PL 1971, c. 501, § 1, is amended to read:

§ 4611. Complaint

Any person who **believes** he has been subject to unlawful discrimination, or any employee of the commission, may file a complaint under oath with the commission stating the facts concerning the alleged discrimination.

STATEMENT OF FACT

The purpose of this bill is to correct errors and inconsistencies in the Maine Human Rights Act.