

Introduced by

Senators Bercier, Christenson, Lyson, T. Mathern

Representatives Cleary, Jensen

1 A BILL for an Act to create and enact two new sections to chapter 14-02.4 of the North Dakota
2 Century Code, relating to the authority of the department of labor to receive discriminatory
3 practices complaints; to amend and reenact sections 14-02.4-02, 14-02.4-19, 14-02.4-20,
4 14-02.4-21, 14-02.5-02, 14-02.5-03, 14-02.5-04, 14-02.5-05, 14-02.5-07, 14-02.5-08,
5 14-02.5-10, and 14-02.5-45 of the North Dakota Century Code, relating to discriminatory
6 practices and the authority of the department of labor; to repeal section 14-02.4-12.1 of the
7 North Dakota Century Code, relating to discriminatory housing practices; to provide a penalty;
8 and to provide for a report to the legislative assembly.

9 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

10 **SECTION 1. AMENDMENT.** Section 14-02.4-02 of the North Dakota Century Code is
11 amended and reenacted as follows:

12 **14-02.4-02. Definitions.** In this chapter, unless the context or subject matter otherwise
13 requires:

- 14 1. "Age" insofar as it refers to any prohibited unfair employment or other practice
15 means at least forty years of age.
- 16 2. "Court" means the district court in the judicial district in which the alleged
17 discriminatory practice occurred.
- 18 3. "Department" means the division of human rights within the department of labor.
- 19 4. "Disability" means a physical or mental impairment that substantially limits one or
20 more major life activities, a record of this impairment, or being regarded as having
21 this impairment.
- 22 ~~4.~~ 5. "Discriminatory practice" means an act or attempted act which because of race,
23 color, religion, sex, national origin, age, physical or mental disability, status with
24 regard to marriage or public assistance, or participation in lawful activity off the

1 employer's premises during nonworking hours results in the unequal treatment or
2 separation or segregation of any persons, or denies, prevents, limits, or otherwise
3 adversely affects, or if accomplished would deny, prevent, limit, or otherwise
4 adversely affect, the benefit of enjoyment by any person of employment, labor
5 union membership, ~~housing accommodations, property rights,~~ public
6 accommodations, public services, or credit transactions. The term "discriminate"
7 includes segregate or separate and for purposes of discrimination based on sex, it
8 includes sexual harassment. Sexual harassment includes unwelcome sexual
9 advances, requests for sexual favors, sexually motivated physical conduct or other
10 verbal or physical conduct or communication of a sexual nature when:

- 11 a. Submission to that conduct or communication is made a term or condition,
12 either explicitly or implicitly, of obtaining employment, public accommodations
13 or public services, or education, ~~or housing;~~
- 14 b. Submission to or rejection of that conduct or communication by an individual
15 is used as a factor in decisions affecting that individual's employment, public
16 accommodations or public services, education, or housing; or
- 17 c. That conduct or communication has the purpose or effect of substantially
18 interfering with an individual's employment, public accommodations, public
19 services, or educational ~~or housing~~ environment; and in the case of
20 employment, the employer is responsible for its acts and those of its
21 supervisory employees if it knows or should know of the existence of the
22 harassment and fails to take timely and appropriate action.

23 ~~5.~~ 6. "Employee" means a person who performs services for an employer, who employs
24 one or more individuals, for compensation, whether in the form of wages, salaries,
25 commission, or otherwise. "Employee" does not include a person elected to public
26 office in the state or political subdivision by the qualified voters thereof, or a person
27 chosen by the officer to be on the officer's political staff, or an appointee on the
28 policymaking level or an immediate advisor with respect to the exercise of the
29 constitutional or legal powers of the office. Provided, "employee" does include a
30 person subject to the civil service or merit system or civil service laws of the state
31 government, governmental agency, or a political subdivision.

- 1 ~~6-~~ 7. "Employer" means a person within the state who employs one or more employees
2 for more than one quarter of the year and a person wherever situated who
3 employs one or more employees whose services are to be partially or wholly
4 performed in the state.
- 5 ~~7-~~ 8. "Employment agency" means a person regularly undertaking, with or without
6 compensation, to procure employees for an employer or to procure for employees
7 opportunity to work for an employer and includes any agent of the person.
- 8 ~~8-~~ 9. "Labor organization" means a person, employee representation committee, plan in
9 which employees participate, or other organization which exists solely or in part for
10 the purpose of dealing with employers concerning grievances, labor disputes,
11 wages, rates of pay, hours, or other terms or conditions of employment.
- 12 ~~9-~~ 10. "National origin" means the place of birth of an individual or any of the individual's
13 lineal ancestors.
- 14 ~~10-~~ 11. "Otherwise qualified person" means a person who is capable of performing the
15 essential functions of the particular employment in question.
- 16 ~~11-~~ 12. "Person" means an individual, partnership, association, corporation, limited liability
17 company, unincorporated organization, mutual company, joint stock company,
18 trust, agent, legal representative, trustee, trustee in bankruptcy, receiver, labor
19 organization, public body, public corporation, and the state and a political
20 subdivision and agency thereof.
- 21 ~~12-~~ 13. "Public accommodation" means every place, establishment, or facility of whatever
22 kind, nature, or class that caters or offers services, facilities, or goods to the
23 general public for a fee, charge, or gratuity. "Public accommodation" does not
24 include a bona fide private club or other place, establishment, or facility which is by
25 its nature distinctly private; provided, however, the distinctly private place,
26 establishment, or facility is a "public accommodation" during the period it caters or
27 offers services, facilities, or goods to the general public for a fee, charge, or
28 gratuity.
- 29 ~~13-~~ 14. "Public service" means a public facility, department, agency, board, or commission
30 owned, operated, or managed by or on behalf of this state, a political subdivision
31 thereof, or a public corporation.

1 ~~14.~~ ~~"Real estate broker" and "real estate salesman" mean a real estate broker and real~~
2 ~~estate salesman as defined in section 43-23-06.1.~~

3 ~~15.~~ ~~"Real property" means a right, title, interest in or to the possession, ownership,~~
4 ~~enjoyment, or occupancy of a parcel of land, building situated thereon, or portion of~~
5 ~~the building.~~

6 ~~16.~~ 15. "Reasonable accommodations" means accommodations by an employer that do
7 not:

- 8 a. Unduly disrupt or interfere with the employer's normal operations;
9 b. Threaten the health or safety of the individual with a disability or others;
10 c. Contradict a business necessity of the employer; or
11 d. Impose undue hardship on the employer, based on the size of the employer's
12 business, the type of business, the financial resources of the employer, and
13 the estimated cost and extent of the accommodation.

14 ~~17.~~ 16. "Sex" includes, ~~but is not limited to,~~ pregnancy, childbirth, and disabilities related to
15 pregnancy or childbirth.

16 ~~18.~~ 17. "Status with regard to public assistance" means the condition of being a recipient
17 of federal, state, or local assistance, including medical assistance, or of being a
18 tenant receiving federal, state, or local subsidies, including rental assistance or
19 rent supplements.

20 **SECTION 2.** Two new sections to chapter 14-02.4 of the North Dakota Century Code
21 are created and enacted as follows:

22 **Duties and powers of department.** The department shall receive and investigate
23 complaints alleging violations of this chapter. The department may adopt rules necessary to
24 implement this chapter. Within the limits of legislative appropriations, the department shall
25 foster prevention of discrimination under this chapter through education for the public,
26 employers, providers of public accommodations or services, and commercial lenders on the
27 rights and responsibilities provided under this chapter and ways to respect those protected
28 rights. The department shall emphasize conciliation to resolve complaints. The department
29 shall publish in even-numbered years a written report recommending legislative or other action
30 to carry out the purposes of this chapter. The department shall conduct studies relating to the
31 nature and extent of discriminatory practices in this state.

Complaints - Probable cause - Administrative hearing.

1. The department shall investigate complaints of alleged discriminatory practices. An aggrieved person may file a complaint with the department alleging the discriminatory practice. The department may file a complaint. A complaint must be in writing and in the form prescribed by the department.
2. The department shall determine from the facts whether probable cause exists to believe that a discriminatory practice has occurred. If the department determines that no probable cause exists to believe that a discriminatory practice has occurred, the department shall promptly dismiss the complaint.
3. If the department determines that probable cause exists to believe that a discriminatory practice has occurred and is unable to resolve the complaint through informal negotiations or conciliation, the department shall provide for an administrative hearing in the manner provided in chapter 28-32 on the complaint.

SECTION 3. AMENDMENT. Section 14-02.4-19 of the 1999 Supplement to the North Dakota Century Code is amended and reenacted as follows:

14-02.4-19. Actions - Limitations. Any person claiming to be aggrieved by a discriminatory practice with regard to public services or public accommodations in violation of this chapter may file a complaint of discriminatory practices with the department or may bring an action in the district court in any the judicial district in the state in which the unlawful practice is alleged to have been committed; or in the district in which the records relevant to such practice are maintained and administered, or in the judicial district in which the person would have worked or obtained credit obtained public accommodations or services were it not for the alleged discriminatory act within ~~three years~~ one hundred eighty days of the alleged act of wrongdoing. Any person claiming to be aggrieved by a any discriminatory practice other than public services or public accommodations in violation of this chapter ~~with regard to an employer's discriminatory practice~~ may bring file a complaint of ~~discriminating employment practices under this chapter to~~ discriminatory practice with the department of labor or may bring an action in the district court in the judicial district in which the unlawful practice is alleged to have been committed, in the district in which the records relevant to the practice are maintained and administered, or in the district in which the person would have worked or obtained credit were it not for the alleged discriminatory act within three hundred days of the alleged act of

wrongdoing. ~~Any person claiming to be aggrieved by a discriminatory practice in violation of this chapter with regard to public accommodations or services may bring an action in the district court in any district in the state in which the unlawful practice is alleged to have been committed, or in the judicial district in which the person would have obtained public accommodations or services were it not for the alleged discriminatory act within one hundred eighty days of the alleged act of wrongdoing. The period of limitation for bringing an action in the district court is tolled while the complaint is pending with the department.~~

SECTION 4. AMENDMENT. Section 14-02.4-20 of the North Dakota Century Code is amended and reenacted as follows:

14-02.4-20. Relief. If the department, as the result of an administrative hearing, or the court determines that the respondent has engaged in or is engaging in an unlawful a discriminatory practice, the department or the court may enjoin the respondent from engaging in such the unlawful practice and order such appropriate relief as will be appropriate, which may include, ~~but is not limited to,~~ temporary or permanent injunctions, equitable relief, and backpay limited to no more than two years from the date the ~~complainant has~~ complaint was filed a ~~sworn charge with the equal employment opportunity commission or filed the complaint in the state~~ department or the court. Interim earnings or amounts earnable with reasonable diligence by the person ~~or persons~~ discriminated against ~~shall operate to~~ reduce the backpay otherwise allowable. In any action or proceeding under this chapter the court may grant, ~~in its discretion,~~ the prevailing party a reasonable attorney's fee as part of the costs. If the court finds that the complainant's allegation of a discriminatory practice is false and not made in good faith, the court shall order the complainant to pay court costs and reasonable attorney's fees incurred by the respondent in responding to the allegation.

SECTION 5. AMENDMENT. Section 14-02.4-21 of the North Dakota Century Code is amended and reenacted as follows:

~~**14-02.4-21. Optional mediation by department of labor — Relief — Appeals —**~~
Records exempt. ~~The department of labor may receive complaints of discriminating employment practices under this chapter and may investigate the complaints to determine if there is probable cause to believe the complaint is meritorious and, if so, attempt to obtain voluntary compliance with this chapter's employment requirements through informal advice, negotiation, or conciliation. This chapter does not prohibit a person from filing, or require a~~

1 ~~person to file, a complaint with the department of labor before using the provisions of this~~
2 ~~chapter.~~ A complaint received and information by the department under this chapter is an open
3 record. Information obtained during any investigation conducted under this ~~section~~ are chapter
4 is exempt from section 44-04-18 before the institution of any judicial proceedings or
5 administrative hearing relating to the complaint under this chapter or before the administrative
6 closure of a complaint by the department. The ~~commissioner~~ department may disclose to the
7 complainant or the respondent, ~~or attorneys for the complainant or respondent,~~ information
8 obtained ~~under this section~~ during an investigation if deemed determined necessary by the
9 ~~commissioner~~ department for securing an appropriate resolution of a complaint. ~~Any record or~~
10 ~~information held by the department of labor pursuant to an agreement with any federal agency~~
11 ~~for the enforcement of fair employment practices is exempt from section 44-04-18, and the~~ The
12 ~~department of labor~~ may disclose to federal officials information obtained under this ~~section~~
13 chapter if ~~appropriate to carry out the enforcement of fair employment practices pursuant to the~~
14 necessary for the processing of complaints under an agreement with the agency. The
15 ~~department of labor~~ may not disclose anything said or done as part of the informal negotiation
16 or conciliation efforts relating to a complaint under this section chapter.

17 **SECTION 6. AMENDMENT.** Section 14-02.5-02 of the 1999 Supplement to the North
18 Dakota Century Code is amended and reenacted as follows:

19 **14-02.5-02. Sale or rental.**

- 20 1. A person may not refuse to sell or rent, after the making of a bona fide offer, refuse
21 to negotiate for the sale or rental of, or in any other manner make unavailable or
22 deny a dwelling to an individual because of race, color, religion, sex, disability,
23 age, familial status, national origin, or status with respect to marriage or public
24 assistance.
- 25 2. A person may not discriminate against an individual in the terms, conditions, or
26 privileges of sale or rental of a dwelling or in providing services or facilities in
27 connection with a sale or rental of a dwelling because of race, color, religion, sex,
28 disability, age, familial status, national origin, or status with respect to marriage or
29 public assistance.

3. This section does not prohibit discrimination against an individual because the individual has been convicted under federal law or the law of any state of the illegal manufacture or distribution of a controlled substance.

SECTION 7. AMENDMENT. Section 14-02.5-03 of the 1999 Supplement to the North Dakota Century Code is amended and reenacted as follows:

14-02.5-03. Publication. A person may not make, print, or publish or effect the making, printing, or publishing of a notice, statement, or advertisement that is about the sale or rental of a dwelling and that indicates any preference, limitation, or discrimination or the intention to make a preference, limitation, or discrimination because of race, color, religion, sex, disability, age, familial status, national origin, or status with respect to marriage or public assistance.

SECTION 8. AMENDMENT. Section 14-02.5-04 of the 1999 Supplement to the North Dakota Century Code is amended and reenacted as follows:

14-02.5-04. Inspection. A person may not represent to an individual because of race, color, religion, sex, disability, age, familial status, national origin, or status with respect to marriage or public assistance that a dwelling is not available for inspection for sale or rental when the dwelling is available for inspection.

SECTION 9. AMENDMENT. Section 14-02.5-05 of the 1999 Supplement to the North Dakota Century Code is amended and reenacted as follows:

14-02.5-05. Entry into neighborhood. A person may not, for profit, induce or attempt to induce another to sell or rent a dwelling by representations regarding the entry or prospective entry into a neighborhood of an individual of a particular race, color, religion, sex, disability, age, familial status, national origin, or status with respect to marriage or public assistance.

SECTION 10. AMENDMENT. Section 14-02.5-07 of the 1999 Supplement to the North Dakota Century Code is amended and reenacted as follows:

14-02.5-07. Residential real estate-related transaction. A person whose business includes engaging in residential real estate-related transactions may not discriminate against an individual in making a real estate-related transaction available or in the terms or conditions of a real estate-related transaction because of race, color, religion, sex, disability, age, familial status, national origin, or status with respect to marriage or public assistance. A residential real estate-related transaction is the selling, brokering, or appraising of residential real property or

1 the making or purchasing of loans or the provision of other financial assistance to purchase,
2 construct, improve, repair, maintain a dwelling, or to secure residential real estate. For the
3 purposes of this section, a person is in the business of selling residential real property if within
4 the preceding twelve months, the person has participated as principal in three or more
5 transactions involving the sale of any dwelling or any interest in a dwelling or has participated
6 as agent, other than in the sale of the person's own personal residence, in providing sales
7 facilities or sales services in two or more transactions involving the sale of any dwelling or any
8 interest in a dwelling.

9 **SECTION 11. AMENDMENT.** Section 14-02.5-08 of the 1999 Supplement to the North
10 Dakota Century Code is amended and reenacted as follows:

11 **14-02.5-08. Brokerage services.** A person may not deny an individual access to, or
12 membership or participation in, a multiple-listing service, real estate brokers' organization, or
13 other service, organization, or facility relating to the business of selling or renting dwellings, or
14 discriminate against an individual in the terms or conditions of access, membership, or
15 participation in the organization, service, or facility because of race, color, religion, sex,
16 disability, age, familial status, national origin, or status with respect to marriage or public
17 assistance.

18 **SECTION 12. AMENDMENT.** Section 14-02.5-10 of the 1999 Supplement to the North
19 Dakota Century Code is amended and reenacted as follows:

20 **14-02.5-10. Religious organization, private club, and appraisal exemption.**

- 21 1. This chapter does not prohibit a religious organization, association, or society or a
22 nonprofit institution or organization operated, supervised, or controlled by or in
23 conjunction with a religious organization, association, or society from limiting the
24 sale, rental, or occupancy of dwellings that it owns or operates for other than a
25 commercial purpose to individuals of the same religion or giving preference to
26 persons of the same religion, unless membership in the religion is restricted
27 because of race, color, or national origin.
- 28 2. This chapter does not prohibit a private club that is not in fact open to the public
29 and that, as an incident to its primary purpose, provides lodging that it owns or
30 operates for other than a commercial purpose from limiting the rental or occupancy

of the lodging to its members or from giving preference to its members, unless membership in the club is restricted because of race, color, or national origin.

3. This chapter does not prohibit a person engaged in the business of furnishing appraisals of real property from considering in those appraisals factors other than race, color, religion, sex, disability, age, familial status, national origin, or status with respect to marriage or public assistance.

SECTION 13. AMENDMENT. Section 14-02.5-45 of the 1999 Supplement to the North Dakota Century Code is amended and reenacted as follows:

14-02.5-45. Intimidation or interference - Penalty.

1. A person commits an offense if the person, without regard to whether the person is acting under color of law, by force or threat of force, intentionally intimidates or interferes with an individual:
 - a. Because of the individual's race, color, religion, sex, disability, age, familial status, national origin, or status with respect to marriage or public assistance and because the individual is or has been selling, purchasing, renting, financing, occupying, or contracting or negotiating for the sale, purchase, rental, financing, or occupation of any dwelling or applying for or participating in a service, organization, or facility relating to the business of selling or renting dwellings; or
 - b. Because the individual is or has been or to intimidate the individual from participating, without discrimination because of race, color, religion, sex, disability, age, familial status, national origin, or status with respect to marriage or public assistance, in an activity, service, organization, or facility described by subdivision a; affording another individual opportunity or protection to so participate; or lawfully aiding or encouraging other individuals to participate, without discrimination because of race, color, religion, sex, disability, age, familial status, national origin, or status with respect to marriage or public assistance, in an activity, service, organization, or facility described in subdivision a.
2. It is a discriminatory practice to coerce, intimidate, threaten, or interfere with any individual in the exercise or enjoyment of, or on account of the individual having

exercised or enjoyed, or on account of the individual having aided or encouraged
any other individual in the exercise or enjoyment of, any right granted or protected
by this chapter.

3. An offense under subsection 1 of this section is a class A misdemeanor.

SECTION 14. REPEAL. Section 14-02.4-12.1 of the North Dakota Century Code is
repealed.

**SECTION 15. COMMISSIONER OF LABOR TO REPORT TO LEGISLATIVE
ASSEMBLY.** Between the first and tenth legislative days of the fifty-eighth legislative
assembly, the commissioner of labor shall submit a report at a public hearing before a standing
committee of each house of the legislative assembly. The report must include information and
statistics regarding the nature, number, status, and disposition of complaints received by the
department of labor under chapters 14-02.4 and 14-02.5.