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HOUSE BILL NO. 77

Offered January 13, 2016

Prefiled December 7, 2015

A *BILL to amend and reenact § 2.2-3901 of the Code of Virginia, relating to sex or gender discrimination; applicable federal law.*

Patrons—Marshall, R.G.; Senator: Black

Referred to Committee on General Laws**Be it enacted by the General Assembly of Virginia:****1. That § 2.2-3901 of the Code of Virginia is amended and reenacted as follows:****§ 2.2-3901. Unlawful discriminatory practice and gender discrimination defined.**

Conduct that violates any Virginia or federal statute or regulation governing discrimination on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, or disability shall be an "unlawful discriminatory practice" for the purposes of this chapter. *However, for the purposes of discrimination on the basis of sex or gender, an "unlawful discriminatory practice" shall not include conduct that violates any federal administrative policy, rule, or regulation adopted on or after January 1, 2012.*

The terms "because of sex or gender" or "on the basis of sex or gender" or terms of similar import when used in reference to discrimination in the Code and acts of the General Assembly include because of or on the basis of pregnancy, childbirth or related medical conditions. Women affected by pregnancy, childbirth or related medical conditions shall be treated the same for all purposes as persons not so affected but similar in their abilities or disabilities.

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