

THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 150 Session of 2025

INTRODUCED BY SANTARSIERO, SAVAL, MUTH, KEARNEY, HAYWOOD,
TARTAGLIONE, BOSCOLA, COLLETT, COSTA, L. WILLIAMS, HUGHES,
CAPPELLETTI, COMMITTA, SCHWANK AND FONTANA, JUNE 3, 2025

REFERRED TO LABOR AND INDUSTRY, JUNE 3, 2025

AN ACT

1 Amending the act of October 27, 1955 (P.L.744, No.222), entitled
2 "An act prohibiting certain practices of discrimination
3 because of race, color, religious creed, ancestry, age or
4 national origin by employers, employment agencies, labor
5 organizations and others as herein defined; creating the
6 Pennsylvania Human Relations Commission in the Governor's
7 Office; defining its functions, powers and duties; providing
8 for procedure and enforcement; providing for formulation of
9 an educational program to prevent prejudice; providing for
10 judicial review and enforcement and imposing penalties,"
11 further providing for title of the act, for findings and
12 declaration of policy, for right to freedom from
13 discrimination in employment, housing and public
14 accommodation, for definitions, for unlawful discriminatory
15 practices and for prohibition of certain real estate
16 practices; providing for protection of religious exercise;
17 and further providing for powers and duties of the
18 commission, for educational program and for construction and
19 exclusiveness of remedy.

20 The General Assembly of the Commonwealth of Pennsylvania
21 hereby enacts as follows:

22 Section 1. The title and sections 2 and 3 of the act of
23 October 27, 1955 (P.L.744, No.222), known as the Pennsylvania
24 Human Relations Act, are amended to read:

AN ACT

26 Prohibiting certain practices of discrimination because of race,

1 color, religious creed, ancestry, sex, sexual orientation,
2 gender identity or expression, age or national origin by
3 employers, employment agencies, labor organizations and
4 others as herein defined; creating the Pennsylvania Human
5 Relations Commission in the Governor's Office; defining its
6 functions, powers and duties; providing for procedure and
7 enforcement; providing for formulation of an educational
8 program to prevent prejudice; providing for judicial review
9 and enforcement and imposing penalties.

10 Section 2. Findings and Declaration of Policy.--

11 (a) The practice or policy of discrimination against
12 individuals or groups by reason of their race, color, familial
13 status, religious creed, ancestry, age, sex, sexual orientation,
14 gender identity or expression, national origin, handicap or
15 disability, use of guide or support animals because of the
16 blindness, deafness or physical handicap of the user or because
17 the user is a handler or trainer of support or guide animals is
18 a matter of concern of the Commonwealth. Such discrimination
19 foments domestic strife and unrest, threatens the rights and
20 privileges of the inhabitants of the Commonwealth, and
21 undermines the foundations of a free democratic state. The
22 denial of equal employment, housing and public accommodation
23 opportunities because of such discrimination, and the consequent
24 failure to utilize the productive capacities of individuals to
25 their fullest extent, deprives large segments of the population
26 of the Commonwealth of earnings necessary to maintain decent
27 standards of living, necessitates their resort to public relief
28 and intensifies group conflicts, thereby resulting in grave
29 injury to the public health and welfare, compels many
30 individuals to live in dwellings which are substandard,

1 unhealthful and overcrowded, resulting in racial segregation in
2 public schools and other community facilities, juvenile
3 delinquency and other evils, thereby threatening the peace,
4 health, safety and general welfare of the Commonwealth and its
5 inhabitants. Public policies, reflecting an open and welcoming
6 environment and ensuring equal opportunity, foster economic
7 growth and prosperity which benefit the inhabitants of this
8 Commonwealth. Conversely, the absence of nondiscrimination
9 protections hinder efforts to recruit and retain the diversity
10 of talented individuals and successful enterprises required for
11 a thriving economy and strong public sector on which the
12 inhabitants of this Commonwealth depend.

13 (b) It is hereby declared to be the public policy of this
14 Commonwealth to foster the employment of all individuals in
15 accordance with their fullest capacities regardless of their
16 race, color, religious creed, ancestry, age, sex, sexual
17 orientation, gender identity or expression, national origin,
18 handicap or disability, use of guide or support animals because
19 of the blindness, deafness or physical handicap of the user or
20 because the user is a handler or trainer of support or guide
21 animals, and to safeguard their right to obtain and hold
22 employment without such discrimination, to assure equal
23 opportunities to all individuals and to safeguard their rights
24 to public accommodation and to secure housing accommodation and
25 commercial property regardless of race, color, familial status,
26 religious creed, ancestry, age, sex, sexual orientation, gender
27 identity or expression, national origin, handicap or disability,
28 use of guide or support animals because of blindness or deafness
29 of the user or because the user is a handler or trainer of guide
30 or support animals.

1 (c) This act shall be deemed an exercise of the police power
2 of the Commonwealth for the protection of the public welfare,
3 prosperity, health and peace of the people of the Commonwealth
4 of Pennsylvania.

5 Section 3. Right to Freedom from Discrimination in
6 Employment, Housing and Public Accommodation.--The opportunity
7 for an individual to obtain employment for which he is
8 qualified, and to obtain all the accommodations, advantages,
9 facilities and privileges of any public accommodation and of any
10 housing accommodation and commercial property without
11 discrimination because of race, color, familial status,
12 religious creed, ancestry, handicap or disability, age, sex,
13 sexual orientation, gender identity or expression, national
14 origin, the use of a guide or support animal because of the
15 blindness, deafness or physical handicap of the user or because
16 the user is a handler or trainer of support or guide animals is
17 hereby recognized as and declared to be a civil right which
18 shall be enforceable as set forth in this act.

19 Section 2. Section 4(b) of the act is amended and the
20 section is amended by adding subsections to read:

21 Section 4. Definitions.--As used in this act unless a
22 different meaning clearly appears from the context:

23 * * *

24 (b) The term "employer" includes the Commonwealth or any
25 political subdivision or board, department, commission or school
26 district thereof and any person employing four or more persons
27 within the Commonwealth, but except as hereinafter provided,
28 does not include religious, fraternal, charitable or sectarian
29 corporations or associations, except such corporations or
30 associations supported, in whole or in part, by governmental

1 appropriations. The term "employer" with respect to
2 discriminatory practices based on race, color, age, sex, sexual
3 orientation, gender identity or expression, national origin or
4 non-job related handicap or disability, includes religious,
5 fraternal, charitable and sectarian corporations and
6 associations employing four or more persons within the
7 Commonwealth.

8 * * *

9 (bb) The term "sexual orientation" means an individual's
10 physical, romantic or emotional attraction to individuals of the
11 same or different gender.

12 (cc) The term "gender identity or expression" means an
13 individual's gender-related identity, appearance, mannerisms,
14 expression or other gender-related characteristics regardless of
15 the individual's designated or perceived sex.

16 Section 3. Sections 5(a), (b), (c), (f), (g), (h) and (i)
17 and 5.3 of the act are amended to read:

18 Section 5. Unlawful Discriminatory Practices.--It shall be
19 an unlawful discriminatory practice, unless based upon a bona
20 fide occupational qualification, or in the case of a fraternal
21 corporation or association, unless based upon membership in such
22 association or corporation, or except where based upon
23 applicable security regulations established by the United States
24 or the Commonwealth of Pennsylvania:

25 (a) For any employer because of the actual or perceived
26 race, color, religious creed, ancestry, age, sex, sexual
27 orientation, gender identity or expression, national origin or
28 non-job related handicap or disability or the use of a guide or
29 support animal because of the blindness, deafness or physical
30 handicap of any individual or independent contractor, to refuse

1 to hire or employ or contract with, or to bar or to discharge
2 from employment such individual or independent contractor, or to
3 otherwise discriminate against such individual or independent
4 contractor with respect to compensation, hire, tenure, terms,
5 conditions or privileges of employment or contract, if the
6 individual or independent contractor is the best able and most
7 competent to perform the services required. The [provision]
8 provisions of this paragraph shall not apply, to (1) operation
9 of the terms or conditions of any bona fide retirement or
10 pension plan which have the effect of a minimum service
11 requirement, (2) operation of the terms or conditions of any
12 bona fide group or employee insurance plan, (3) age limitations
13 placed upon entry into bona fide apprenticeship programs of two
14 years or more approved by the State Apprenticeship and Training
15 Council of the Department of Labor and Industry, established by
16 the act of July 14, 1961 (P.L.604, No.304), known as "The
17 Apprenticeship and Training Act." Notwithstanding any provision
18 of this clause, it shall not be an unlawful employment practice
19 for a religious corporation or association to hire or employ on
20 the basis of sex in those certain instances where sex is a bona
21 fide occupational qualification because of the religious
22 beliefs, practices, or observances of the corporation, or
23 association. Except as otherwise required by law, it is not an
24 unlawful discriminatory practice based on the actual or
25 perceived race, color, religious creed, ancestry, age, sexual
26 orientation, gender identity or expression or national origin
27 under this act to fail or refuse to construct new or additional
28 facilities.

29 (b) For any employer, employment agency or labor
30 organization, prior to the employment, contracting with an

1 independent contractor or admission to membership, to:

2 (1) Elicit any information or make or keep a record of or
3 use any form of application or application blank containing
4 questions or entries concerning the race, color, religious
5 creed, ancestry, age, sex, sexual orientation, gender identity
6 or expression, national origin, past handicap or disability or
7 the use of a guide or support animal because of the blindness,
8 deafness or physical handicap of any applicant for employment or
9 membership. Prior to an offer of employment, an employer may not
10 inquire as to whether an individual has a handicap or disability
11 or as to the severity of such handicap or disability. An
12 employer may inquire as to the individual's ability to perform
13 the essential functions of the employment.

14 (2) Print or publish or cause to be printed or published any
15 notice or advertisement relating to employment or membership
16 indicating any preference, limitation, specification or
17 discrimination based upon race, color, religious creed,
18 ancestry, age, sex, sexual orientation, gender identity or
19 expression, national origin, non-job related handicap or
20 disability or the use of a guide or support animal because of
21 the blindness, deafness or physical handicap of the user.

22 (3) Deny or limit, through a quota system, employment or
23 membership because of the actual or perceived race, color,
24 religious creed, ancestry, age, sex, sexual orientation, gender
25 identity or expression, national origin, non-job related
26 handicap or disability, the use of a guide or support animal
27 because of the blindness, deafness or physical handicap of the
28 user or place of birth.

29 (4) Substantially confine or limit recruitment or hiring of
30 individuals, with intent to circumvent the spirit and purpose of

1 this act, to any employment agency, employment service, labor
2 organization, training school or training center or any other
3 employe-referring source which services individuals who are
4 predominantly of the same race, color, religious creed,
5 ancestry, age, sex, sexual orientation, gender identity or
6 expression, national origin or non-job related handicap or
7 disability.

8 (5) Deny employment because of a prior handicap or
9 disability.

10 Nothing in clause (b) of this section shall bar any
11 institution or organization for handicapped or disabled persons
12 from limiting or giving preference in employment or membership
13 to handicapped or disabled persons.

14 (c) For any labor organization because of the actual or
15 perceived race, color, religious creed, ancestry, age, sex,
16 sexual orientation, gender identity or expression, national
17 origin, non-job related handicap or disability or the use of a
18 guide or support animal because of the blindness, deafness or
19 physical handicap of any individual to deny full and equal
20 membership rights to any individual or otherwise to discriminate
21 against such individuals with respect to hire, tenure, terms,
22 conditions or privileges of employment or any other matter,
23 directly or indirectly, related to employment.

24 * * *

25 (f) For any employment agency to fail or refuse to classify
26 properly, refer for employment or otherwise to discriminate
27 against any individual because of [his] the actual or perceived
28 race, color, religious creed, ancestry, age, sex, sexual
29 orientation, gender identity or expression, national origin,
30 non-job related handicap or disability or the use of a guide or

1 support animal because of the blindness, deafness or physical
2 handicap of the user.

3 (g) For any individual seeking employment to publish or
4 cause to be published any advertisement which in any manner
5 expresses a limitation or preference as to the race, color,
6 religious creed, ancestry, age, sex, sexual orientation, gender
7 identity or expression, national origin, non-job related
8 handicap or disability or the use of a guide or support animal
9 because of the blindness, deafness or physical handicap of any
10 prospective employer.

11 (h) For any person to:

12 (1) Refuse to sell, lease, finance or otherwise to deny or
13 withhold any housing accommodation or commercial property from
14 any person because of the actual or perceived race, color,
15 familial status, age, religious creed, ancestry, sex, sexual
16 orientation, gender identity or expression, national origin or
17 handicap or disability of any person, prospective owner,
18 occupant or user of such housing accommodation or commercial
19 property, or to refuse to lease any housing accommodation or
20 commercial property to any person due to use of a guide animal
21 because of the blindness or deafness of the user, use of a
22 support animal because of a physical handicap of the user or
23 because the user is a handler or trainer of support or guide
24 animals or because of the handicap or disability of an
25 individual with whom the person is known to have a relationship
26 or association.

27 (1.1) Evict or attempt to evict an occupant of any housing
28 accommodation before the end of the term of a lease because of
29 pregnancy or the birth of a child.

30 (2) Refuse to lend money, whether or not secured by mortgage

1 or otherwise for the acquisition, construction, rehabilitation,
2 repair or maintenance of any housing accommodation or commercial
3 property or otherwise withhold financing of any housing
4 accommodation or commercial property from any person because of
5 the actual or perceived race, color, familial status, age,
6 religious creed, ancestry, sex, sexual orientation, gender
7 identity or expression, national origin, handicap or disability
8 of any person, the use of a guide or support animal because of
9 the blindness, deafness or physical handicap of the user or
10 because the user is a handler or trainer of support or guide
11 animals or because of the handicap or disability of an
12 individual with whom the person is known to have a relationship
13 or association.

14 (3) Discriminate against any person in the terms or
15 conditions of selling or leasing any housing accommodation or
16 commercial property or in furnishing facilities, services or
17 privileges in connection with the ownership, occupancy or use of
18 any housing accommodation or commercial property because of the
19 actual or perceived race, color, familial status, age, religious
20 creed, ancestry, sex, sexual orientation, gender identity or
21 expression, national origin, handicap or disability of any
22 person, the use of a guide or support animal because of the
23 blindness, deafness or physical handicap of the user or because
24 the user is a handler or trainer of support or guide animals or
25 because of the handicap or disability of an individual with whom
26 the person is known to have a relationship or association.

27 (3.1) Refuse to permit, at the expense of a person with a
28 handicap, reasonable modifications of existing premises occupied
29 or to be occupied by such person if such modifications may be
30 necessary to afford such person full enjoyment of the premises,

1 except that, in the case of a rental, the landlord may, where it
2 is reasonable to do so, grant permission for a modification if
3 the renter agrees to restore the interior of the premises to the
4 condition that existed before the modification, with reasonable
5 wear and tear excepted.

6 (3.2) Refuse to make reasonable accommodations in rules,
7 policies, practices or services when such accommodations may be
8 necessary to afford such person equal opportunity to use and
9 enjoy a housing accommodation.

10 (4) Discriminate against any person in the terms or
11 conditions of any loan of money, whether or not secured by
12 mortgage or otherwise for the acquisition, construction,
13 rehabilitation, repair or maintenance of housing accommodation
14 or commercial property because of the actual or perceived race,
15 color, familial status, age, religious creed, ancestry, sex,
16 sexual orientation, gender identity or expression, national
17 origin or handicap or disability of any person, the use of a
18 guide or support animal because of the blindness, deafness or
19 physical handicap of the user or because the user is a handler
20 or trainer of guide or support animals or because of the
21 handicap or disability of an individual with whom the person is
22 known to have a relationship or association.

23 (5) Print, publish or circulate any statement or
24 advertisement: (i) relating to the sale, lease or acquisition of
25 any housing accommodation or commercial property or the loan of
26 money, whether or not secured by mortgage, or otherwise for the
27 acquisition, construction, rehabilitation, repair or maintenance
28 of any housing accommodation or commercial property which
29 indicates any preference, limitation, specification, or
30 discrimination based upon race, color, familial status, age,

1 religious creed, ancestry, sex, sexual orientation, gender
2 identity or expression, national origin, handicap or disability
3 or because of the handicap or disability of an individual with
4 whom the person is known to have a relationship or association,
5 or (ii) relating to the sale, lease or acquisition of any
6 housing accommodation or commercial property which indicates any
7 preference, limitation, specification or discrimination based
8 upon use of a guide or support animal because of the blindness,
9 deafness or physical handicap of the user or because the user is
10 a handler or trainer of support or guide animals.

11 (6) Make any inquiry, elicit any information, make or keep
12 any record or use any form of application, containing questions
13 or entries concerning race, color, familial status, age,
14 religious creed, ancestry, sex, sexual orientation, gender
15 identity or expression, national origin, handicap or disability
16 or because of the handicap or disability of an individual with
17 whom the person is known to have a relationship or association
18 in connection with the sale or lease of any housing
19 accommodation or commercial property or loan of any money,
20 whether or not secured by mortgage or otherwise for the
21 acquisition, construction, rehabilitation, repair or maintenance
22 of any housing accommodation or commercial property, or to make
23 any inquiry, elicit any information, make or keep any record or
24 use any form of application, containing questions or entries
25 concerning the use of a guide or support animal because of the
26 blindness, deafness or physical handicap of the user or because
27 the user is a handler or trainer of support or guide animals, in
28 connection with the lease of any housing accommodation or
29 commercial property.

30 (7) Construct, operate, offer for sale, lease or rent or

otherwise make available housing or commercial property which is not accessible.

(8) Discriminate in real estate-related transactions, as described by and subject to the following:

(i) It shall be unlawful for any person or other entity whose business includes engaging in real estate-related transactions to discriminate against any person in making available such a transaction or in the terms or conditions of such a transaction because of the actual or perceived race, color, religious creed, ancestry, national origin, sex, sexual orientation, gender identity or expression, age, handicap or disability, use of a guide or support animal because of a physical handicap or because the user is a handler or trainer of guide or support animals or familial status.

(ii) Nothing in this act prohibits a person engaged in the business of furnishing appraisals of real property to take into consideration factors other than race, color, religious creed, ancestry, national origin, sex, sexual orientation, gender identity or expression, age, handicap or disability, use of a guide or support animal because of a physical handicap or because the user is a handler or trainer of guide or support animals or familial status.

(9) Nothing in this clause, regarding age or familial status, shall apply with respect to housing for older persons. A person shall not be held personally liable for monetary damages for a violation of this act if the person reasonably relied, in good faith, on the application of the exemption of this subclause. A person may only prove good faith reliance on the application of the exemption of this subclause by proving that at the time of the act complained of all of the following

1 applied:

2 (i) The person had no actual knowledge that the housing was
3 not eligible for exemption under this subclause.

4 (ii) The owner or manager of the housing had stated
5 formally, in writing, that the housing complied with the
6 requirements for exemption under this subclause.

7 (10) Nothing in this clause shall bar any religious or
8 denominational institution or organization or any charitable or
9 educational organization which is operated, supervised or
10 controlled by or in connection with a religious organization or
11 any bona fide private or fraternal organization from giving
12 preference to persons of the same religion or denomination or to
13 members of such private or fraternal organization or from making
14 such selection as is calculated by such organization to promote
15 the religious principles or the aims, purposes or fraternal
16 principles for which it is established or maintained. Nor shall
17 it apply to the rental of rooms in a landlord-occupied rooming
18 house with a common entrance, nor with respect to discrimination
19 based on sex, the advertising, rental or leasing of housing
20 accommodations in a single-sex dormitory or rooms in one's
21 personal residence in which common living areas are shared.

22 (11) Nothing in this act limits the applicability of the
23 Fair Housing Act and reasonable State or local restrictions on
24 the maximum number of occupants permitted to occupy a dwelling
25 or a reasonable restriction relating to health or safety
26 standards or business necessity. Owners and managers of
27 dwellings may develop and implement reasonable occupancy and
28 safety standards based on factors such as the number and size of
29 sleeping areas or bedrooms and the overall size of a dwelling
30 unit so long as the standards do not violate the Fair Housing

1 Act or State or local restrictions.

2 (i) For any person being the owner, lessee, proprietor,
3 manager, superintendent, agent or employe of any public
4 accommodation, resort or amusement to:

5 (1) Refuse, withhold from, or deny to any person because of
6 [his] the actual or perceived race, color, sex, sexual
7 orientation, gender identity or expression, religious creed,
8 ancestry, national origin or handicap or disability, or to any
9 person due to use of a guide or support animal because of the
10 blindness, deafness or physical handicap of the user or because
11 the user is a handler or trainer of support or guide animals,
12 either directly or indirectly, any of the accommodations,
13 advantages, facilities or privileges of such public
14 accommodation, resort or amusement.

15 (2) Publish, circulate, issue, display, post or mail, either
16 directly or indirectly, any written or printed communication,
17 notice or advertisement to the effect that any of the
18 accommodations, advantages, facilities and privileges of any
19 such place shall be refused, withheld from or denied to any
20 person on account of race, color, religious creed, sex, sexual
21 orientation, gender identity or expression, ancestry, national
22 origin or handicap or disability, or to any person due to use of
23 a guide or support animal because of the blindness, deafness or
24 physical handicap of the user, or because the user is a handler
25 or trainer of support or guide animals, or that the patronage or
26 custom thereat of any person[, belonging to or purporting to be
27 of any particular] because of race, color, religious creed, sex,
28 sexual orientation, gender identity or expression, ancestry,
29 national origin or handicap or disability, or to any person due
30 to use of a guide or support animal because of the blindness,

1 deafness or physical handicap of the user or because the user is
2 a handler or trainer of support or guide animals, is unwelcome,
3 objectionable or not acceptable, desired or solicited.

4 (3) Exclude or otherwise deny equal goods, services,
5 facilities, privileges, advantages, accommodations or other
6 opportunities to a person because of the handicap or disability
7 of an individual with whom the person is known to have a
8 relationship or association.

9 (4) Construct, operate or otherwise make available such
10 place of public accommodation, resort or amusement which is not
11 accessible.

12 * * *

13 Section 5.3. Prohibition of Certain Real Estate Practices.--

14 It shall be an unlawful discriminatory practice for any person
15 to:

16 (a) Induce, solicit or attempt to induce or solicit for
17 commercial profit any listing, sale or transaction involving any
18 housing accommodation or commercial property by representing
19 that such housing accommodation or commercial property is within
20 any neighborhood, community or area adjacent to any other area
21 in which there reside, or do not reside, persons of a particular
22 race, color, familial status, age, religious creed, ancestry,
23 sex, sexual orientation, gender identity or expression, national
24 origin, handicap or disability, or who are guide or support
25 animal dependent.

26 (b) Discourage, or attempt to discourage, for commercial
27 profit, the purchase or lease of any housing accommodation or
28 commercial property by representing that such housing
29 accommodation or commercial property is within any neighborhood,
30 community or area adjacent to any other area in which there

1 reside, or may in the future reside in increased or decreased
2 numbers, persons of a particular race, color, familial status,
3 age, religious creed, ancestry, sex, sexual orientation, gender
4 identity or expression, national origin, handicap or disability,
5 or who are guide or support animal dependent.

6 (c) Misrepresent, create or distort a circumstance,
7 condition or incident for the purpose of fostering the
8 impression or belief, on the part of any owner, occupant or
9 prospective owner or occupant of any housing accommodation or
10 commercial property, that such housing accommodation or
11 commercial property is within any neighborhood, community or
12 area adjacent to any other area which would be adversely
13 impacted by the residence, or future increased or decreased
14 residence, of persons of a particular race, color, familial
15 status, age, religious creed, ancestry, sex, sexual orientation,
16 gender identity or expression, national origin, handicap or
17 disability, or who are guide or support animal dependent within
18 such neighborhood, community or area.

19 (d) In any way misrepresent or otherwise misadvertise within
20 a neighborhood or community, whether or not in writing, that any
21 housing accommodation or commercial property within such
22 neighborhood or community is available for inspection, sale,
23 lease, sublease or other transfer, in any context where such
24 misrepresentation or misadvertising would have the effect of
25 fostering an impression or belief that there has been or will be
26 an increase in real estate activity within such neighborhood or
27 community due to the residence, or anticipated increased or
28 decreased residence, of persons of a particular race, color,
29 familial status, age, religious creed, ancestry, sex, sexual
30 orientation, gender identity or expression, national origin,

handicap or disability, or the use of a guide or support animal because of the blindness, deafness or physical handicap of the user.

Section 4. The act is amended by adding a section to read:

Section 5.4. Protection of Religious Exercise.--(a) Nothing contained in this act, or in any ordinance, charter, law or regulation that is or has been adopted by any political subdivision in this Commonwealth in accordance with this act, shall be interpreted to:

(1) Prohibit any religious entity from determining the tenets of its faith, or from expressing those tenets, if the prohibition would violate the freedom of speech or free exercise of religion guaranteed to the religious entity by the Constitution of the United States or the Constitution of Pennsylvania.

(2) Require an individual or religious entity to engage in conduct prohibited by or inconsistent with the tenets of its faith if the requirement would violate the free exercise of religion guaranteed to the individual or religious entity by the Constitution of the United States or the Constitution of Pennsylvania.

(b) As used in this section, the term "religious entity" means a religious or denominational institution or organization or a charitable or educational organization which is operated, supervised or controlled by or in connection with a religious organization.

Section 5. Sections 7(i), (j) and (k) and 8 of the act are amended to read:

Section 7. Powers and Duties of the Commission.--The Commission shall have the following powers and duties:

1 * * *

2 (i) To create such advisory agencies and conciliation
3 councils, local or state-wide, as will aid in effectuating the
4 purposes of this act. The Commission may itself or it may
5 empower these agencies and councils to (1) study the problems of
6 discrimination in all or specific fields of human relationships
7 when based on actual or perceived race, color, familial status,
8 religious creed, ancestry, age, sex, sexual orientation, gender
9 identity or expression, national origin or handicap or
10 disability, and (2) foster, through community effort or
11 otherwise, good will among the groups and elements of the
12 population of the State. Such agencies and councils may make
13 recommendations to the Commission for the development of
14 policies and procedure in general. Advisory agencies and
15 conciliation councils created by the Commission shall be
16 composed of representative citizens, serving without pay, but
17 the Commission may make provision for technical and clerical
18 assistance to such agencies and councils, and for the payment of
19 the expenses of such assistance.

20 (j) To issue such publications and such results of
21 investigations and research as, in its judgment, will tend to
22 promote good will and minimize or eliminate discrimination
23 because of actual or perceived race, color, familial status,
24 religious creed, ancestry, age, sex, sexual orientation, gender
25 identity or expression, national origin or handicap or
26 disability.

27 (k) To submit an annual report for each fiscal year by the
28 following March 31 to the General Assembly, the Labor and
29 Industry Committee of the Senate and the State Government
30 Committee of the House of Representatives and the Governor

describing in detail the types of complaints received, the investigations, status of cases, Commission action which has been taken, how many were found to have probable cause, how many were resolved by public hearing and the length of time from the initial complaint to final Commission resolution. It shall also contain recommendations for such further legislation concerning abuses and discrimination because of actual or perceived race, color, familial status, religious creed, ancestry, national origin, age, sex, sexual orientation, gender identity or expression, handicap or disability or the use of a guide or support animal because of the blindness, deafness or physical handicap of the user or because the user is a handler or trainer of support or guide animals, as may be desirable.

* * *

Section 8. Educational Program.--The Commission, in cooperation with the Department of Education, is authorized to recommend a multicultural educational program, designed for the students of the schools in this Commonwealth and for all other residents thereof, with emphasis on foreign cultural and language studies, as well as on the basic shared precepts and principles of United States culture, in order to promote cultural understanding and appreciation and to further good will among all persons, without regard to race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, gender identity or expression, national origin, handicap or disability.

Section 6. Section 12(b) of the act is amended and the section is amended by adding a subsection to read:

Section 12. Construction and Exclusiveness of Remedy.--

* * *

(b) Except as provided in subsection (c), nothing contained in this act shall be deemed to repeal or supersede any of the provisions of any existing or hereafter adopted municipal ordinance, municipal charter or of any law of this Commonwealth relating to discrimination because of actual or perceived race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, gender identity or expression, national origin or handicap or disability, but as to acts declared unlawful by section five of this act the procedure herein provided shall, when invoked, be exclusive and the final determination therein shall exclude any other action, civil or criminal, based on the same grievance of the complainant concerned. If the complainant institutes any action based on such grievance without resorting to the procedure provided in this act, such complainant may not subsequently resort to the procedure herein. In the event of a conflict between the interpretation of a provision of this act and the interpretation of a similar provision contained in any municipal ordinance, the interpretation of the provision in this act shall apply to such municipal ordinance.

* * *

(g) Nothing in this act shall prohibit an employer from requiring an employee, during the employee's hours at work, to adhere to reasonable dress or grooming standards not prohibited by other provisions of Federal, State or local law, provided that the employer permits an employee to adhere to the dress or grooming standards that are consistent with the employee's gender identity or expression.

Section 7. This act shall take effect in 30 days.