

AB 196
Gender Identity Protected Class
Effective 1/1/04

Existing law prohibits various types of discrimination and harassment based on sex, as defined, in housing and employment.

This bill would expand the prohibition on sexual discrimination and harassment by including gender, as defined, in the definition of sex. The bill would permit employers to require employees to comply with reasonable workplace appearance, grooming, and dress standards consistent with state and federal law, provided that employees are allowed to appear or dress consistently with their gender identity.