

## ACT 177

H.B. NO. 267

A Bill for an Act Relating to Child Support.

*Be It Enacted by the Legislature of the State of Hawaii:*

SECTION 1. Section 378-2, Hawaii Revised Statutes, is amended to read as follows:

**“§378-2 Discriminatory practices made unlawful; offenses defined. It shall be an unlawful discriminatory practice:**

- (1) For [an] any employer to refuse to hire or employ or to bar or discharge from employment, or otherwise to discriminate against any individual in compensation or in the terms, conditions, or privileges of employment because of race, sex, age, religion, color, ancestry, physical handicap, marital status, or arrest and court record;
- (2) For [an] any employment agency to fail or refuse to refer for employment, or to classify or otherwise to discriminate against, any individual because of race, sex, age, religion, color, ancestry, physical handicap, marital status, or arrest and court record;
- (3) For any employer or employment agency to print, circulate, or cause to be printed or circulated any statement, advertisement, or publication or to use any form of application for employment or to make any inquiry in connection with prospective employment, which expresses, directly or indirectly, any limitation, specification, or discrimination because of race, sex, age, religion, color, ancestry, physical handicap, marital status, or arrest and court record;
- (4) For any labor organization to exclude or expel from its membership any individual or to discriminate in any way against any of its members, employer, or employees because of race, sex, age, religion, color, ancestry, physical handicap, marital status, or arrest and court record;
- (5) For any employer, labor organization, or employment agency to discharge, expel, or otherwise discriminate against any individual because [he] the individual has opposed any practice forbidden by this part or [because he] has filed a complaint, testified, or assisted in any proceeding respecting the discriminatory practices prohibited under this part;
- (6) For any person whether an employer, employee, or not, to aid, abet, incite, compel, or coerce the doing of any of the discriminatory practices forbidden by this part, or to attempt to do so;
- (7) For any employer or labor organization to refuse to enter into an apprenticeship agreement, as defined in section 372-2, because of the race, sex, age, religion, color, ancestry, physical handicap, marital status, or arrest and court record of an apprentice; provided that no apprentice shall be less than sixteen years of age;
- (8) For any employer to violate the provisions of section 121-43 relating to nonforfeiture for absence by members of the national guard[.]; or

- (9) For any employer to refuse to hire or employ or to bar or discharge from employment, any individual because of assignment of income for the purpose of satisfying the individual's child support obligations as provided for under section 571-52."

SECTION 2. Statutory material to be repealed is bracketed. New statutory material is underscored.

SECTION 3. This Act shall take effect upon its approval.

(Approved June 1, 1985.)