AN ACT

RELATING TO HUMAN RIGHTS; EXTENDING THE SCOPE OF THE HUMAN RIGHTS ACT TO APPLY TO CERTAIN ACTIONS OF THE STATE AND ITS POLITICAL SUBDIVISIONS AND PUBLIC CONTRACTORS; EXPANDING THE LIST OF PROTECTED CLASSES TO INCLUDE GENDER; MAKING TECHNICAL CORRECTIONS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. Section 28-1-2 NMSA 1978 (being Laws 1969, Chapter 196, Section 2, as amended by Laws 2021, Chapter 19, Section 3 and by Laws 2021, Chapter 37, Section 3) is amended to read:

"28-1-2. DEFINITIONS.--As used in the Human Rights Act:

A. "person" means one or more individuals, a partnership, association, organization, corporation, joint venture, legal representative, trustees, receivers, or the state and all of its political subdivisions;

B. "employer" means any person employing four or more persons and any person acting for an employer;

C. "commission" means the human rights commission;

D. "director" or "bureau" means the human rights bureau of the labor relations division of the workforce solutions department;

E. "employee" means any person in the employ of an employer or an applicant for employment;
F. "labor organization" means any organization that exists for the purpose in whole or in part of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment or of other mutual aid or protection in connection with employment;

G. "employment agency" means any person regularly undertaking with or without compensation to procure opportunities to work or to procure, recruit or refer employees;

H. "public accommodation" means any governmental entity or any establishment that provides or offers its services, facilities, accommodations or goods to the public, but does not include a bona fide private club or other place or establishment that is by its nature and use distinctly private;

I. "public contractor" means a person who receives public funds as a result of contracting with a governmental entity;

J. "political subdivision" means any:
   (1) county;
   (2) incorporated city, town or village;
   (3) drainage, conservancy, irrigation, water and sanitation or other district;
   (4) mutual domestic association;
   (5) public water cooperative association; or
(6) community ditch association;

K. "housing accommodation" means any building or portion of a building that is constructed or to be constructed, which is used or intended for use as the residence or sleeping place of any individual;

L. "real property" means lands, leaseholds or commercial or industrial buildings, whether constructed or to be constructed, offered for sale or rent, and any land rented or leased for the use, parking or storage of house trailers;

M. "secretary" means the secretary of workforce solutions;

N. "unlawful discriminatory practices" means those unlawful practices and acts specified in Section 28-1-7 NMSA 1978;

O. "physical or mental disability" means a physical or mental impairment that substantially limits one or more of a person's major life activities. A person is also considered to have a mental or physical disability if the person has a record of a physical or mental disability or is regarded as having a physical or mental disability;

P. "major life activities" means functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working;

Q. "applicant for employment" means a person applying for a position as an employee;
R. "sex" means a person's categorization as male, female or intersex based on biology, physiology and physical characteristics;

S. "sexual orientation" means a person's physical, romantic or emotional attraction to persons of the same or a different gender or the absence of any such attraction;

T. "gender identity" means a person's self-perception, based on the person's appearance, behavior or physical characteristics, that the person exhibits more masculinity or femininity or the absence of masculinity or femininity whether or not it matches the person's gender or sex assigned at birth;

U. "gender" means an individual or societal expectation or perception of a person as masculine or feminine based on appearance, behavior or physical characteristics;

V. "reasonable accommodation" means modification or adaptation of the work environment, work schedule, work rules or job responsibilities, and reached through good faith efforts to explore less restrictive or less expensive alternatives to enable an employee to perform the essential functions of the job and that does not impose an undue hardship on the employer;

W. "undue hardship" means an accommodation requiring significant difficulty or expense when considered
in light of the following factors:

(1) the nature and cost of the accommodation;

(2) the financial resources of the employer involved in the provision of the reasonable accommodation;

(3) the number of persons the employer employs;

(4) the effect of the accommodation on expenses and resources;

(5) the impact of the accommodation otherwise upon the employer's business;

(6) the overall financial resources of the employer;

(7) the overall size of the business of an employer with respect to the number, type and location of its facilities;

(8) the type of operation of the employer, including the composition, structure and functions of the workforce of the employer; or

(9) the geographic separateness or administrative or fiscal relationship to the employer of the employer's facilities;

X. "cultural or religious headdresses" includes hijabs, head wraps or other headdresses used as part of an individual's personal cultural or religious beliefs;
Y. "protective hairstyles" includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, weaves, wigs or head wraps;

Z. "race" includes traits historically associated with race, including hair texture, length of hair, protective hairstyles or cultural or religious headdresses;

AA. "state" means the state of New Mexico or any of its agencies, departments, boards, instrumentalities or institutions;

BB. "governmental entity" means the state or any public body;

CC. "public body" means a state or local government, an advisory board, a commission, an agency or an entity created by the constitution of New Mexico or any branch of government that receives public funding, including political subdivisions, special tax districts, school districts and institutions of higher education; and

DD. "services" means any function, program, activity or benefit."

SECTION 2. Section 28-1-7 NMSA 1978 (being Laws 1969, Chapter 196, Section 7, as amended) is amended to read:

"28-1-7. UNLAWFUL DISCRIMINATORY PRACTICE.--It is an unlawful discriminatory practice for:

A. an employer, unless based on a bona fide occupational qualification or other statutory prohibition, to
refuse to hire, to discharge, to promote or demote or to
discriminate in matters of compensation, terms, conditions or
privileges of employment against any person otherwise
qualified because of race, age, religion, color, national
origin, ancestry, sex, sexual orientation, gender, gender
identity, pregnancy, childbirth or condition related to
pregnancy or childbirth, physical or mental disability or
serious medical condition, or, if the employer has fifty or
more employees, spousal affiliation; provided, however, that
29 U.S.C. Section 631(c)(1) and (2) shall apply to
discrimination based on age;

B. a labor organization to exclude a person or to
expel or otherwise discriminate against any of its members or
against any employer or employee because of race, religion,
color, national origin, ancestry, sex, sexual orientation,
gender, gender identity, pregnancy, childbirth or condition
related to pregnancy or childbirth, spousal affiliation,
physical or mental disability or serious medical condition;

C. any employer, labor organization or joint
apprenticeship committee to refuse to admit or employ any
person in any program established to provide an
apprenticeship or other training or retraining because of
race, religion, color, national origin, ancestry, sex, sexual
orientation, gender, gender identity, pregnancy, childbirth
or condition related to pregnancy or childbirth, physical or
mental disability or serious medical condition, or, if the employer has fifty or more employees, spousal affiliation;

D. any person, employer, employment agency or labor organization to print or circulate or cause to be printed or circulated any statement, advertisement or publication, to use any form of application for employment or membership or to make any inquiry regarding prospective membership or employment that expresses, directly or indirectly, any limitation, specification or discrimination as to race, color, religion, national origin, ancestry, sex, sexual orientation, gender, gender identity, pregnancy, childbirth or condition related to pregnancy or childbirth, physical or mental disability or serious medical condition, or, if the employer has fifty or more employees, spousal affiliation, unless based on a bona fide occupational qualification;

E. an employment agency to refuse to list and properly classify for employment or refer a person for employment in a known available job, for which the person is otherwise qualified, because of race, religion, color, national origin, ancestry, sex, sexual orientation, gender, gender identity, pregnancy, childbirth or condition related to pregnancy or childbirth, spousal affiliation, physical or mental disability or serious medical condition, unless based on a bona fide occupational qualification, or to comply with
a request from an employer for referral of applicants for
employment if the request indicates, either directly or
indirectly, that the employer discriminates in employment on
the basis of race, religion, color, national origin,
ancestry, sex, sexual orientation, gender, gender identity,
pregnancy, childbirth or condition related to pregnancy or
childbirth, spousal affiliation, physical or mental
disability or serious medical condition, unless based on a
bona fide occupational qualification;

F. any person in any public accommodation to make
a distinction, directly or indirectly, in offering or
refusing to offer its services, facilities, accommodations or
goods to any person because of race, religion, color,
national origin, ancestry, sex, sexual orientation, gender,
gender identity, pregnancy, childbirth or condition related
to pregnancy or childbirth, spousal affiliation or physical
or mental disability; provided that the physical or mental
disability is unrelated to a person's ability to acquire or
rent and maintain particular real property or housing
accommodation;

G. any person to:

(1) refuse to sell, rent, assign, lease or
sublease or offer for sale, rental, lease, assignment or
sublease any housing accommodation or real property to any
person or to refuse to negotiate for the sale, rental, lease,
assignment or sublease of any housing accommodation or real property to any person because of race, religion, color, national origin, ancestry, sex, sexual orientation, gender, gender identity, pregnancy, childbirth or condition related to pregnancy or childbirth, spousal affiliation or physical or mental disability; provided that the physical or mental disability is unrelated to a person's ability to acquire or rent and maintain particular real property or housing accommodation;

(2) discriminate against any person in the terms, conditions or privileges of the sale, rental, assignment, lease or sublease of any housing accommodation or real property or in the provision of facilities or services in connection therewith because of race, religion, color, national origin, ancestry, sex, sexual orientation, gender, gender identity, pregnancy, childbirth or condition related to pregnancy or childbirth, spousal affiliation or physical or mental disability; provided that the physical or mental disability is unrelated to a person's ability to acquire or rent and maintain particular real property or housing accommodation; or

(3) print, circulate, display or mail or cause to be printed, circulated, displayed or mailed any statement, advertisement, publication or sign or use any form of application for the purchase, rental, lease, assignment or
sublease of any housing accommodation or real property or to
make any record or inquiry regarding the prospective
purchase, rental, lease, assignment or sublease of any
housing accommodation or real property that expresses any
preference, limitation or discrimination as to race,
religion, color, national origin, ancestry, sex, sexual
orientation, gender, gender identity, pregnancy, childbirth
or condition related to pregnancy or childbirth, spousal
affiliation or physical or mental disability; provided that
the physical or mental disability is unrelated to a person's
ability to acquire or rent and maintain particular real
property or housing accommodation;

H. any person to whom application is made either
for financial assistance for the acquisition, construction,
rehabilitation, repair or maintenance of any housing
accommodation or real property or for any type of consumer
credit, including financial assistance for the acquisition of
any consumer good as defined by Section 55-9-102 NMSA 1978,
to:

(1) consider the race, religion, color,
national origin, ancestry, sex, sexual orientation, gender,
gender identity, pregnancy, childbirth or condition related
to pregnancy or childbirth, spousal affiliation or physical
or mental disability of any individual in the granting,
withholding, extending, modifying or renewing or in the
fixing of the rates, terms, conditions or provisions of any financial assistance or in the extension of services in connection with the request for financial assistance; or

(2) use any form of application for financial assistance or to make any record or inquiry in connection with applications for financial assistance that expresses, directly or indirectly, any limitation, specification or discrimination as to race, religion, color, national origin, ancestry, sex, sexual orientation, gender, gender identity, pregnancy, childbirth or condition related to pregnancy or childbirth, spousal affiliation or physical or mental disability;

I. any person or employer to:

(1) aid, abet, incite, compel or coerce the doing of any unlawful discriminatory practice or to attempt to do so;

(2) engage in any form of threats, reprisal or discrimination against any person who has opposed any unlawful discriminatory practice or has filed a complaint, testified or participated in any proceeding under the Human Rights Act; or

(3) willfully obstruct or prevent any person from complying with the provisions of the Human Rights Act or to resist, prevent, impede or interfere with the commission or any of its members, staff or representatives in the
performance of their duties under the Human Rights Act;

    J. any employer to refuse or fail to accommodate a
    person's physical or mental disability or serious medical
    condition, unless such accommodation is unreasonable or an
    undue hardship;

    K. any employer to refuse or fail to make
    reasonable accommodation for an employee or job applicant
    with a need arising from pregnancy, childbirth or condition
    related to pregnancy or childbirth;

    L. any employer to require an employee with a need
    arising from pregnancy, childbirth or condition related to
    pregnancy or childbirth to take paid or unpaid leave if
    another reasonable accommodation can be provided unless the
    employee voluntarily requests to be placed on leave or the
    employee is placed on leave pursuant to federal law; or

    M. a governmental entity or a public contractor to
    refuse or otherwise limit or put conditions on services to a
    person because of race, age, religion, color, national origin,
    ancestry, sex, sexual orientation, gender, gender identity,
    pregnancy, childbirth or condition related to pregnancy or
    childbirth, physical or mental disability, serious medical
    condition or spousal affiliation; provided that nothing in
    this subsection shall be construed to require a governmental
    entity or a public contractor to provide services or programs
    beyond services or programs to the specific populations that
the governmental entity or public contractor is tasked with serving."

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