

1 AN ACT relating to civil rights.

2 ***Be it enacted by the General Assembly of the Commonwealth of Kentucky:***

3 ➔Section 1. KRS 344.040 is amended to read as follows:

- 4 (1) It is an unlawful practice for an employer:
- 5 (a) To fail or refuse to hire, or to discharge any individual, or otherwise to  
6 discriminate against an individual with respect to compensation, terms,  
7 conditions, or privileges of employment, because of the individual's race,  
8 color, religion, national origin, sex, age forty (40) and over, because the  
9 person is a qualified individual with a disability, or because the individual is a  
10 smoker or nonsmoker, as long as the person complies with any workplace  
11 policy concerning smoking;
- 12 (b) To limit, segregate, or classify employees in any way which would deprive or  
13 tend to deprive an individual of employment opportunities or otherwise  
14 adversely affect status as an employee, because of the individual's race, color,  
15 religion, national origin, sex, or age forty (40) and over, because the person is  
16 a qualified individual with a disability, or because the individual is a smoker  
17 or nonsmoker, as long as the person complies with any workplace policy  
18 concerning smoking;~~or~~
- 19 (c) To require as a condition of employment that any employee or applicant for  
20 employment abstain from smoking or using tobacco products outside the  
21 course of employment, as long as the person complies with any workplace  
22 policy concerning smoking; ***or***
- 23 ***(d) To require an applicant for employment to disclose his or her criminal***  
24 ***history prior to making an offer of employment to the applicant.***
- 25 (2) (a) A difference in employee contribution rates for smokers and nonsmokers in  
26 relation to an employer-sponsored health plan shall not be deemed to be an  
27 unlawful practice in violation of this section.

1           (b) The offering of incentives or benefits offered by an employer to employees  
2           who participate in a smoking cessation program shall not be deemed to be an  
3           unlawful practice in violation of this section.