

Northeastern State Human Rights Expansion Act

Section 1. Definitions.

- (a) "Discrimination" shall encompass, but not be limited to:
 - (i) Harmful differential treatment on the basis of perceived race, color, sex, gender, sexual orientation, gender identity, religion, or national origin, shall encompass; and
 - (ii) "Severe and pervasive" harassment on the basis race, color, sex, gender, sexual orientation, gender identity, religion, or national origin;
- (b) "Race, color, sex, gender, sexual orientation, gender identity, religion, or national origin" ("protected class(es)") shall encompass, but not be limited to:
 - (i) Perception of membership in any of the protected classes;
 - (ii) Association with any person who is actually or perceived to be a member of any of the protected classes;
 - (iii) Engaging in acts that are necessary incidents of membership in any of the protected classes by a person actually a member and doing so in good faith.

Section 2. Statement of equal rights.

- (a) All persons within the jurisdiction of Atlantic Commonwealth shall have the same right to be free of arbitrary discrimination on the basis of race, color, sex, gender, sexual orientation, gender identity, religion, or national origin in:
 - (i) the making, performance, modification, termination, and enforcement of contracts;
 - (ii) the inheritance, purchase, lease, sale, holding, and conveyance of real and personal property;
 - (iii) the ability to serve as a juror, sue, be parties to suits, and give evidence; and
 - (iv) the issuance and administration of punishment, penalties, taxes, and licenses of any kind.
 - (v) any program whatever in receipt of funding from, or leasing property from, the Atlantic Commonwealth
- (b) All persons within the jurisdiction of Atlantic Commonwealth shall have the full and equal benefit of all laws and proceedings free of arbitrary discrimination on the basis of race, color, sex, gender, sexual orientation, gender identity, religion, or national origin, or the perception thereof.

Section 3. Applicability.

The rights protected in section 2 are protected against impairment by nongovernmental discrimination and impairment under color of State law.

Section 4. Enforcement

- (a) Private right of action. Any person intentionally deprived of the rights set forth in section 2 of this act shall have the right to institute proceedings in any Atlantic Commonwealth court stating a claim under this statute. Should such a person prevail in such an action, that person shall be able to recover compensatory damages, punitive damages, and reasonable attorney fees and costs. Such a claim shall must be brought within two years of the last violation.
- (b) Use as a defense. Any person intentionally deprived of the rights set forth in section 2 of this act shall have the ability to raise such deprivation as a defense in any civil or criminal action.
- (c) Government enforcement. The government of the Atlantic Commonwealth shall have the power to enforce the rights set forth in section 2 through appropriate measures. Governmental enforcement shall be supplemental to any private cause of action.

Section 4. Interpretation

No provision of this law shall be interpreted so as to limit the rights or remedies afforded in this or any other anti-discrimination or civil rights statute.

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