

2025 -- H 5879

LC001603

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2025

A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- FAIR EMPLOYMENT PRACTICES

Introduced By: Representatives Ackerman, Shekarchi, Finkelman, Boylan, Corvese, Chippendale, Knight, Newberry, Baginski, and Place
Date Introduced: February 28, 2025

Referred To: House State Government & Elections

It is enacted by the General Assembly as follows:

1 SECTION 1. Chapter 28-5 of the General Laws entitled "Fair Employment Practices" is
2 hereby amended by adding thereto the following section:

3 **28-5-7.5. Addressing antisemitic discrimination.**

4 (a) As used in this section the term:

5 (1) "Antisemitism" has the same meaning as provided for in the working definition of
6 antisemitism adopted by the International Holocaust Remembrance Alliance (IHRA) on May 26,
7 2016, including the "contemporary examples of antisemitism," and as incorporated by reference in
8 Presidential Executive Order Number 13899, 84 F.R. 68779 December 11, 2019. Discriminatory
9 practices based upon race, religion, and country of ancestral origin shall include acts of
10 antisemitism throughout the Rhode Island general laws.

11 (2) "Government" means and includes a branch, department, agency, instrumentality,
12 political subdivision, official, or other person acting under color of state law.

13 (3) "State law" means and includes without limitation a state law or ordinance of a political
14 subdivision.

15 (b) In reviewing, investigating, or determining whether there has been a violation of any
16 relevant policy, law, or rule prohibiting discriminatory acts, the government shall take into
17 consideration the definition of "antisemitism" in this section for purposes of determining whether
18 the alleged act was motivated by discriminatory antisemitic intent.

19 (c) A court or other relevant authority shall apply the same legal standard to a claim of

1 discrimination because of antisemitism as applicable to claims of discrimination arising under state
2 laws protecting civil rights.

3 (d) For the purposes of training of state personnel related to discrimination and anti-bias
4 training, the definition of "antisemitism" contained in this section shall be used as an educational
5 tool to familiarize state officials with identifying and addressing antisemitism.

6 (e) Nothing in this section shall be construed to:

7 (1) Diminish or infringe upon any right protected under the First Amendment to the United
8 States Constitution or the Rhode Island Constitution; or

9 (2) Conflict with federal law or state law concerning discrimination.

10 SECTION 2. This act shall take effect upon passage.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF
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- 1 This act would provide a definition for antisemitism to be used by state agencies to evaluate
- 2 whether discrimination is present.
- 3 This act would take effect upon passage.

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