

=====

LC004410

=====

S T A T E O F R H O D E I S L A N D

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2026

A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- FAIR EMPLOYMENT PRACTICES

Introduced By: Representatives Ackerman, McNamara, Edwards, Kazarian, Finkelman, Kennedy, Dawson, Chippendale, and Shekarchi

Date Introduced: February 04, 2026

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.

=====

LC004410

=====

EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF
A N A C T
RELATING TO LABOR AND LABOR RELATIONS -- FAIR EMPLOYMENT PRACTICES

- 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.

=====
LC004410
=====