



REPRESENTATIVE ALYSE GALVIN

Serving Alaska House District 14
Anchorage: Roger's Park, Midtown, Tudor, and Spenard

House Bill 301: Nondiscrimination

Version A (34-LS1384\A)

"An Act Relating to and prohibiting discrimination based on sexual orientation or gender identity or expression"

The State of Alaska should be a place where residents and workers can live and work without fear of discrimination. House Bill 301 supports that goal by updating state law to ensure consistent, constitutionally grounded protection for all Alaskans. It closes a narrow but important loophole in existing statute and reinforces the rights guaranteed under both the Alaska Constitution and the U.S. Constitution.

HB 301 makes one straightforward change: it aligns the definition of "sex" in the list of protected characteristics (such as race, religion, and national origin) with Supreme Court caselaw regarding the protected areas covered by the State Human Rights Commission.

This legislation aligns with the U.S. Supreme Court's 2019 decision in *Bostock v. Clayton County* and follows recommendations from the Alaska State Commission on Human Rights dating back to 2016. The ruling in "*Bostock*" held that in employment practices, discrimination based on real (or perceived) sexual orientation, gender expression and gender identity is inherently related to sex. So while all Alaskans are now protected from discrimination on employment, this bill extends these protections across all sections covered by the Human Rights Commission: public accommodations, housing, financing, and government practices.

It furthers the state's constitutional duty to uphold equality, opportunity, and fairness for all who call Alaska home. By eliminating this statutory gap, we strengthen individual rights, support Alaska's businesses, and make our state a more welcoming and stable place to live and work.

I encourage my colleagues to support this bill.