

Introduced by

Representatives DeKrey, Berg, Eckre, Grande, Koppang, Wrangham

1 A BILL for an Act to provide for a prohibition on discrimination and preferential treatment by the
2 state.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1. Discrimination or preferential treatment prohibited.**

- 5 1. The state may not discriminate against or grant preferential treatment to any
6 person on the basis of race, sex, color, ethnicity, or national origin in the operation
7 of public employment, public education, or public contracting. For purposes of this
8 section, "state" includes the state of North Dakota, its departments, agencies,
9 instrumentalities, and political subdivisions.
- 10 2. This section does not:
- 11 a. Prohibit bona fide qualifications based on sex which are reasonably
12 necessary to the normal operation of public employment, public education, or
13 public contracting;
- 14 b. Invalidate any court order or consent decree that is in force as of the effective
15 date of this Act;
- 16 c. Prohibit action that must be taken to establish or maintain eligibility for any
17 federal program in which ineligibility would result in a loss of federal funds to
18 the state;
- 19 d. Preclude contracting standards that have a preferential effect for federally
20 recognized Indian tribes and tribal entities;
- 21 e. Prohibit an employment preference for enrolled members of federally
22 recognized Indian tribes whose principal duties are on behalf of state activity,
23 program, department, agency, instrumentality, or political subdivision that
24 primarily benefits Indians or federally recognized Indian tribes;

- 1 f. Prohibit an employment or contracting preference for enrolled members of
2 federally recognized Indian tribes under any contract funded in whole or in
3 part by the state where the principal activities of the contract are undertaken
4 on an Indian reservation within the state;
- 5 g. Prohibit any educational program, including any program offering
6 scholarships or loans, which is intended to benefit primarily or exclusively
7 students who are economically disadvantaged and who are enrolled
8 members of federally recognized Indian tribes; or
- 9 h. Prohibit programs at state institutions of higher education intended to
10 encourage diversity and provide opportunities for members of disadvantaged
11 or diverse groups to prepare students to be knowledgeable, contributing
12 members of an increasing global, multicultural society.
- 13 3. The remedies available for violations of this section must be the same, regardless
14 of the injured party's race, sex, color, ethnicity, or national origin, as are otherwise
15 available for violations of the state's discrimination laws under chapter 14-02.4.