

**SENATE . . . . . No. 1160**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

***Sal N. DiDomenico***

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

**An Act relative to nondiscrimination.**

PETITION OF:

NAME:	DISTRICT/ADDRESS:	
<i>Sal N. DiDomenico</i>	<i>Middlesex and Suffolk</i>	
<i>Rebecca L. Rausch</i>	<i>Norfolk, Worcester and Middlesex</i>	<i>1/23/2023</i>

**SENATE . . . . . No. 1160**

By Mr. DiDomenico, a petition (accompanied by bill, Senate, No. 1160) of Sal N. DiDomenico and Rebecca L. Rausch for legislation relative to nondiscrimination. Labor and Workforce Development.

[SIMILAR MATTER FILED IN PREVIOUS SESSION  
SEE SENATE, NO. 1178 OF 2021-2022.]

**The Commonwealth of Massachusetts**

\_\_\_\_\_  
**In the One Hundred and Ninety-Third General Court  
(2023-2024)**  
\_\_\_\_\_

An Act relative to nondiscrimination.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1           SECTION 1. Chapter 151B of the General Laws, as appearing in the 2020 Official  
2 Edition, is hereby amended by adding the following section:- "Section 11: Each executive  
3 department and agency shall develop, adhere to and update a plan to address the  
4 nondiscrimination provisions as set forth in this chapter. The plan shall apply to all personnel,  
5 including, but not limited to, volunteers and interns, agency line staff, managers, administrators,  
6 executives, contracted vendors and program staff (hereinafter "personnel"). The plan shall be  
7 updated at least biennially. Each plan shall include, but not be limited to: descriptions of and  
8 statements prohibiting discrimination as outlined in this chapter; procedures for collecting and  
9 maintaining demographic data; procedures for all personnel and others to report discrimination  
10 or retaliation; a provision that reports of discrimination or retaliation may be made anonymously;

11 procedures for promptly responding to and investigating reports of discrimination or retaliation;  
12 the range of disciplinary actions that may be taken against a perpetrator for discrimination or  
13 retaliation; provided, however, that the disciplinary actions shall include training for appropriate  
14 language, behavior and cultural competence, strategies for protecting from retaliation a person  
15 who reports discrimination, provides information during an investigation of discrimination. The  
16 plan should detail a plan and timeline for personnel training on nondiscrimination and equal  
17 access under chapter 151B of the acts of 2018.

18 SECTION 2. Each executive department and agency shall submit nondiscrimination  
19 plans, as outline in section 1, to the Clerks of the House and Senate, the Joint Committee on the  
20 Judiciary, the Joint Committee on State Administration and Regulatory Oversight, the  
21 Massachusetts Commission Against Discrimination, and Office of Diversity and Equal  
22 Opportunity no later than January 1, 2023.