

SENATE BILL No. 213

By Senator Steffen

2-10

1 AN ACT concerning employment law; relating to adverse employment
2 actions; prohibiting an employer from taking such actions based upon
3 an employee's vaccination status.
4

5 *Be it enacted by the Legislature of the State of Kansas:*

6 Section 1. (a) It is an unlawful employment practice to engage in any
7 adverse employment action against a person because of such person's
8 decision to either receive or not receive a particular vaccination.

9 (b) In an action against an employer for a violation of this section, the
10 court may award to the plaintiff actual damages or \$1,000, whichever is
11 greater, for each violation.

12 (c) As used in this section:

13 (1) "Adverse employment action" means an ultimate employment
14 decision involving hiring, firing, compensation, benefits or the failure to
15 promote or grant leave.

16 (2) "Employer" means the same as in K.S.A. 44-1112, and
17 amendments thereto.

18 (3) "Person" means individual, partnership, association, organization,
19 corporation, legal representative, trustee, trustee in bankruptcy or receiver.

20 Sec. 2. This act shall take effect and be in force from and after its
21 publication in the Kansas register.