

STATE OF NEW YORK

8532

2025-2026 Regular Sessions

IN ASSEMBLY

May 20, 2025

Introduced by M. of A. RAGA -- read once and referred to the Committee on Governmental Operations

AN ACT to amend the executive law and the civil rights law, in relation to preventing housing discrimination based on wage history, medical history, and health conditions

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Paragraphs (a), (b), (c), and (c-1) of subdivision 2-a of
2 section 296 of the executive law, as separately amended by chapters 202
3 and 748 of the laws of 2022, are amended to read as follows:

4 (a) To refuse to sell, rent or lease or otherwise to deny to or with-
5 hold from any person or group of persons such housing accommodations
6 because of the race, creed, color, disability, national origin, citizen-
7 ship or immigration status, sexual orientation, gender identity or
8 expression, military status, age, sex, marital status, status as a
9 victim of domestic violence, lawful source of income, wage history,
10 medical history, health conditions, or familial status of such person or
11 persons, or to represent that any housing accommodation or land is not
12 available for inspection, sale, rental or lease when in fact it is so
13 available.

14 (b) To discriminate against any person because of [~~his or her~~] such
15 person's race, creed, color, disability, national origin, citizenship or
16 immigration status, sexual orientation, gender identity or expression,
17 military status, age, sex, marital status, status as a victim of domes-
18 tic violence, lawful source of income, wage history, medical history,
19 health conditions, or familial status in the terms, conditions or privi-
20 leges of any publicly-assisted housing accommodations or in the furnish-
21 ing of facilities or services in connection therewith.

22 (c) To cause to be made any written or oral inquiry or record concern-
23 ing the race, creed, color, disability, national origin, citizenship or
24 immigration status, sexual orientation, gender identity or expression,

EXPLANATION--Matter in italics (underscored) is new; matter in brackets
[-] is old law to be omitted.

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1 membership in the reserve armed forces of the United States or in the
2 organized militia of the state, age, sex, marital status, status as a
3 victim of domestic violence, lawful source of income, wage history,
4 medical history, health conditions, or familial status of a person seek-
5 ing to rent or lease any publicly-assisted housing accommodation;
6 provided, however, that nothing in this subdivision shall prohibit a
7 member of the reserve armed forces of the United States or in the organ-
8 ized militia of the state from voluntarily disclosing such membership.

9 (c-1) To print or circulate or cause to be printed or circulated any
10 statement, advertisement or publication, or to use any form of applica-
11 tion for the purchase, rental or lease of such housing accommodation or
12 to make any record or inquiry in connection with the prospective
13 purchase, rental or lease of such a housing accommodation which
14 expresses, directly or indirectly, any limitation, specification or
15 discrimination as to race, creed, color, national origin, citizenship or
16 immigration status, sexual orientation, gender identity or expression,
17 military status, sex, age, disability, marital status, status as a
18 victim of domestic violence, lawful source of income, wage history,
19 medical history, health conditions or familial status, or any intent to
20 make any such limitation, specification or discrimination.

21 § 2. Paragraphs (a), (b), (c), (d), and (h) of subdivision 1, para-
22 graphs (b), (c), and (d) of subdivision 1-a, paragraph (a) of subdivi-
23 sion 2, and paragraph (a) of subdivision 9 of section 296 of the execu-
24 tive law, as separately amended by chapters 202 and 748 of the laws of
25 2022, are amended to read as follows:

26 (a) For an employer or licensing agency, because of an individual's
27 age, race, creed, color, national origin, citizenship or immigration
28 status, sexual orientation, gender identity or expression, military
29 status, sex, disability, predisposing genetic characteristics, familial
30 status, marital status, wage history, medical history, health condi-
31 tions, or status as a victim of domestic violence, to refuse to hire or
32 employ or to bar or to discharge from employment such individual or to
33 discriminate against such individual in compensation or in terms, condi-
34 tions or privileges of employment.

35 (b) For an employment agency to discriminate against any individual
36 because of age, race, creed, color, national origin, citizenship or
37 immigration status, sexual orientation, gender identity or expression,
38 military status, sex, disability, predisposing genetic characteristics,
39 familial status, marital status, wage history, medical history, health
40 conditions, or status as a victim of domestic violence, in receiving,
41 classifying, disposing or otherwise acting upon applications for its
42 services or in referring an applicant or applicants to an employer or
43 employers.

44 (c) For a labor organization, because of the age, race, creed, color,
45 national origin, citizenship or immigration status, sexual orientation,
46 gender identity or expression, military status, sex, disability, predis-
47 posing genetic characteristics, familial status, marital status, wage
48 history, medical history, health conditions, or status as a victim of
49 domestic violence, of any individual, to exclude or to expel from its
50 membership such individual or to discriminate in any way against any of
51 its members or against any employer or any individual employed by an
52 employer.

53 (d) For any employer or employment agency to print or circulate or
54 cause to be printed or circulated any statement, advertisement or publi-
55 cation, or to use any form of application for employment or to make any
56 inquiry in connection with prospective employment, which expresses

1 directly or indirectly, any limitation, specification or discrimination
2 as to age, race, creed, color, national origin, citizenship or immi-
3 gration status, sexual orientation, gender identity or expression, mili-
4 tary status, sex, disability, predisposing genetic characteristics,
5 familial status, marital status, wage history, medical history, health
6 conditions, or status as a victim of domestic violence, or any intent to
7 make any such limitation, specification or discrimination, unless based
8 upon a bona fide occupational qualification; provided, however, that
9 neither this paragraph nor any provision of this chapter or other law
10 shall be construed to prohibit the department of civil service or the
11 department of personnel of any city containing more than one county from
12 requesting information from applicants for civil service examinations
13 concerning any of the aforementioned characteristics, other than sexual
14 orientation, for the purpose of conducting studies to identify and
15 resolve possible problems in recruitment and testing of members of
16 minority groups to ensure the fairest possible and equal opportunities
17 for employment in the civil service for all persons, regardless of age,
18 race, creed, color, national origin, citizenship or immigration status,
19 sexual orientation or gender identity or expression, military status,
20 sex, disability, predisposing genetic characteristics, familial status,
21 or marital status.

22 (h) For an employer, licensing agency, employment agency or labor
23 organization to subject any individual to harassment because of an indi-
24 vidual's age, race, creed, color, national origin, citizenship or immi-
25 gration status, sexual orientation, gender identity or expression, mili-
26 tary status, sex, disability, predisposing genetic characteristics,
27 familial status, marital status, status as a victim of domestic
28 violence, wage history, medical history, health conditions, or because
29 the individual has opposed any practices forbidden under this article or
30 because the individual has filed a complaint, testified or assisted in
31 any proceeding under this article, regardless of whether such harassment
32 would be considered severe or pervasive under precedent applied to
33 harassment claims. Such harassment is an unlawful discriminatory prac-
34 tice when it subjects an individual to inferior terms, conditions or
35 privileges of employment because of the individual's membership in one
36 or more of these protected categories. The fact that such individual did
37 not make a complaint about the harassment to such employer, licensing
38 agency, employment agency or labor organization shall not be determina-
39 tive of whether such employer, licensing agency, employment agency or
40 labor organization shall be liable. Nothing in this section shall imply
41 that an employee must demonstrate the existence of an individual to whom
42 the employee's treatment must be compared. It shall be an affirmative
43 defense to liability under this subdivision that the harassing conduct
44 does not rise above the level of what a reasonable victim of discrimi-
45 nation with the same protected characteristic or characteristics would
46 consider petty slights or trivial inconveniences.

47 (b) To deny to or withhold from any person because of race, creed,
48 color, national origin, citizenship or immigration status, sexual orien-
49 tation, gender identity or expression, military status, sex, age, disa-
50 bility, familial status, marital status, wage history, medical history,
51 health conditions, or status as a victim of domestic violence, the right
52 to be admitted to or participate in a guidance program, an apprentice-
53 ship training program, on-the-job training program, executive training
54 program, or other occupational training or retraining program;

55 (c) To discriminate against any person in [~~his or her~~] such person's
56 pursuit of such programs or to discriminate against such a person in the

1 terms, conditions or privileges of such programs because of race, creed,
2 color, national origin, citizenship or immigration status, sexual orien-
3 tation, gender identity or expression, military status, sex, age, disa-
4 bility, familial status, marital status, wage history, medical history,
5 health conditions, or status as a victim of domestic violence;

6 (d) To print or circulate or cause to be printed or circulated any
7 statement, advertisement or publication, or to use any form of applica-
8 tion for such programs or to make any inquiry in connection with such
9 program which expresses, directly or indirectly, any limitation, spec-
10 ification or discrimination as to race, creed, color, national origin,
11 citizenship or immigration status, sexual orientation, gender identity
12 or expression, military status, sex, age, disability, familial status,
13 marital status, wage history, medical history, health conditions, or
14 status as a victim of domestic violence, or any intention to make any
15 such limitation, specification or discrimination, unless based on a bona
16 fide occupational qualification.

17 (a) It shall be an unlawful discriminatory practice for any person,
18 being the owner, lessee, proprietor, manager, superintendent, agent or
19 employee of any place of public accommodation, resort or amusement,
20 because of the race, creed, color, national origin, citizenship or immi-
21 gration status, sexual orientation, gender identity or expression, mili-
22 tary status, sex, disability, marital status, wage history, medical
23 history, health conditions, or status as a victim of domestic violence,
24 of any person, directly or indirectly, to refuse, withhold from or deny
25 to such person any of the accommodations, advantages, facilities or
26 privileges thereof, including the extension of credit, or, directly or
27 indirectly, to publish, circulate, issue, display, post or mail any
28 written or printed communication, notice or advertisement, to the effect
29 that any of the accommodations, advantages, facilities and privileges of
30 any such place shall be refused, withheld from or denied to any person
31 on account of race, creed, color, national origin, citizenship or immi-
32 gration status, sexual orientation, gender identity or expression, mili-
33 tary status, sex, disability, wage history, medical history, health
34 conditions or marital status, or that the patronage or custom thereof of
35 any person of or purporting to be of any particular race, creed, color,
36 national origin, citizenship or immigration status, sexual orientation,
37 gender identity or expression, military status, sex or marital status,
38 or having a disability is unwelcome, objectionable or not acceptable,
39 desired or solicited.

40 (a) It shall be an unlawful discriminatory practice for any fire
41 department or fire company therein, through any member or members there-
42 of, officers, board of fire commissioners or other body or office having
43 power of appointment of volunteer firefighters, directly or indirectly,
44 by ritualistic practice, constitutional or by-law prescription, by tacit
45 agreement among its members, or otherwise, to deny to any individual
46 membership in any volunteer fire department or fire company therein, or
47 to expel or discriminate against any volunteer member of a fire depart-
48 ment or fire company therein, because of the race, creed, color,
49 national origin, citizenship or immigration status, sexual orientation,
50 gender identity or expression, military status, sex, marital status,
51 status as a victim of domestic violence, wage history, medical history,
52 health conditions, or familial status, of such individual.

53 § 3. Subdivisions 1 and 2 of section 291 of the executive law, as
54 amended by chapter 8 of the laws of 2019, are amended to read as
55 follows:

1 1. The opportunity to obtain employment without discrimination because
2 of age, race, creed, color, national origin, sexual orientation, gender
3 identity or expression, military status, sex, marital status, wage
4 history, medical history, health conditions, or disability, is hereby
5 recognized as and declared to be a civil right.

6 2. The opportunity to obtain education, the use of places of public
7 accommodation and the ownership, use and occupancy of housing accommo-
8 dations and commercial space without discrimination because of age,
9 race, creed, color, national origin, sexual orientation, gender identity
10 or expression, military status, wage history, medical history, health
11 conditions, sex, marital status, or disability, as specified in section
12 two hundred ninety-six of this article, is hereby recognized as and
13 declared to be a civil right.

14 § 4. Subdivisions 8 and 9 of section 295 of the executive law, as
15 amended by chapter 8 of the laws of 2019, are amended to read as
16 follows:

17 8. To create such advisory councils, local, regional or state-wide, as
18 in its judgment will aid in effectuating the purposes of this article
19 and of section eleven of article one of the constitution of this state,
20 and the division may empower them to study the problems of discrimi-
21 nation in all or specific fields of human relationships or in specific
22 instances of discrimination because of age, race, creed, color, national
23 origin, sexual orientation, gender identity or expression, military
24 status, sex, disability, wage history, medical history, health condi-
25 tions or marital status and make recommendations to the division for the
26 development of policies and procedures in general and in specific
27 instances. The advisory councils also shall disseminate information
28 about the division's activities to organizations and individuals in
29 their localities. Such advisory councils shall be composed of represen-
30 tative citizens, serving without pay, but with reimbursement for actual
31 and necessary traveling expenses; and the division may make provision
32 for technical and clerical assistance to such councils and for the
33 expenses of such assistance.

34 9. To develop human rights plans and policies for the state and assist
35 in their execution and to make investigations and studies appropriate to
36 effectuate this article and to issue such publications and such results
37 of investigations and research as in its judgement will tend to inform
38 persons of the rights assured and remedies provided under this article,
39 to promote good-will and minimize or eliminate discrimination because of
40 age, race, creed, color, national origin, sexual orientation, gender
41 identity or expression, military status, sex, disability, wage history,
42 medical history, health conditions or marital status.

43 § 5. Paragraphs a, b, c, and e of subdivision 1 of section 296-a of
44 the executive law, as separately amended by chapters 202 and 748 of the
45 laws of 2022, are amended to read as follows:

46 a. In the case of applications for credit with respect to the
47 purchase, acquisition, construction, rehabilitation, repair or mainte-
48 nance of any housing accommodation, land or commercial space to discrim-
49 inate against any such applicant because of the race, creed, color,
50 national origin, citizenship or immigration status, sexual orientation,
51 gender identity or expression, military status, age, sex, marital
52 status, status as a victim of domestic violence, disability, wage histo-
53 ry, medical history, health conditions, or familial status of such
54 applicant or applicants or any member, stockholder, director, officer or
55 employee of such applicant or applicants, or of the prospective occu-
56 pants or tenants of such housing accommodation, land or commercial

1 space, in the granting, withholding, extending or renewing, or in the
2 fixing of the rates, terms or conditions of, any such credit;

3 b. To discriminate in the granting, withholding, extending or renew-
4 ing, or in the fixing of the rates, terms or conditions of, any form of
5 credit, on the basis of race, creed, color, national origin, citizenship
6 or immigration status, sexual orientation, gender identity or
7 expression, military status, age, sex, marital status, status as a
8 victim of domestic violence, disability, wage history, medical history,
9 health conditions, or familial status;

10 c. To use any form of application for credit or use or make any record
11 or inquiry which expresses, directly or indirectly, any limitation,
12 specification, or discrimination as to race, creed, color, national
13 origin, citizenship or immigration status, sexual orientation, gender
14 identity or expression, military status, age, sex, marital status,
15 status as a victim of domestic violence, disability, wage history,
16 medical history, health conditions, or familial status;

17 e. To refuse to consider sources of an applicant's income or to
18 subject an applicant's income to discounting, in whole or in part,
19 because of an applicant's race, creed, color, national origin, citizen-
20 ship or immigration status, sexual orientation, gender identity or
21 expression, military status, age, sex, marital status, status as a
22 victim of domestic violence, childbearing potential, disability, wage
23 history, medical history, health conditions, or familial status;

24 § 6. Subdivisions 2 and 3 of section 296-a of the executive law, as
25 separately amended by chapters 202 and 748 of the laws of 2022, are
26 amended to read as follows:

27 2. Without limiting the generality of subdivision one of this section,
28 it shall be considered discriminatory if, because of an applicant's or
29 class of applicants' race, creed, color, national origin, citizenship or
30 immigration status, sexual orientation, gender identity or expression,
31 military status, age, sex, marital status, status as a victim of domes-
32 tic violence, disability, wage history, medical history, health condi-
33 tions, or familial status, (i) an applicant or class of applicants is
34 denied credit in circumstances where other applicants of like overall
35 credit worthiness are granted credit, or (ii) special requirements or
36 conditions, such as requiring co-obligors or reapplication upon
37 marriage, are imposed upon an applicant or class of applicants in
38 circumstances where similar requirements or conditions are not imposed
39 upon other applicants of like overall credit worthiness.

40 3. It shall not be considered discriminatory if credit differen-
41 tiations or decisions are based upon factually supportable, objective
42 differences in applicants' overall credit worthiness, which may include
43 reference to such factors as current income, assets and prior credit
44 history of such applicants, as well as reference to any other relevant
45 factually supportable data; provided, however, that no creditor shall
46 consider, in evaluating the credit worthiness of an applicant, aggregate
47 statistics or assumptions relating to race, creed, color, national
48 origin, citizenship or immigration status, sexual orientation, gender
49 identity or expression, military status, sex, marital status, status as
50 a victim of domestic violence, wage history, medical history, health
51 conditions or disability, or to the likelihood of any group of persons
52 bearing or rearing children, or for that reason receiving diminished or
53 interrupted income in the future.

54 § 7. Subdivision 2 of section 40-c of the civil rights law, as amended
55 by chapter 8 of the laws of 2019, is amended to read as follows:

1 2. No person shall, because of race, creed, color, national origin,
2 sex, marital status, sexual orientation, gender identity or expression,
3 wage history, medical history, health conditions, or disability, as such
4 term is defined in section two hundred ninety-two of the executive law,
5 be subjected to any discrimination in [~~his or her~~] such person's civil
6 rights, or to any harassment, as defined in section 240.25 of the penal
7 law, in the exercise thereof, by any other person or by any firm, corpo-
8 ration or institution, or by the state or any agency or subdivision of
9 the state.

10 § 8. Subdivisions 3-b, 4, and 13 of section 296 of the executive law,
11 as separately amended by chapters 202 and 748 of the laws of 2022, are
12 amended to read as follows:

13 3-b. It shall be an unlawful discriminatory practice for any real
14 estate broker, real estate salesperson or employee or agent thereof or
15 any other individual, corporation, partnership or organization for the
16 purpose of inducing a real estate transaction from which any such person
17 or any of its stockholders or members may benefit financially, to repre-
18 sent that a change has occurred or will or may occur in the composition
19 with respect to race, creed, color, national origin, citizenship or
20 immigration status, sexual orientation, gender identity or expression,
21 military status, sex, disability, marital status, status as a victim of
22 domestic violence, wage history, medical history, health conditions, or
23 familial status of the owners or occupants in the block, neighborhood or
24 area in which the real property is located, and to represent, directly
25 or indirectly, that this change will or may result in undesirable conse-
26 quences in the block, neighborhood or area in which the real property is
27 located, including but not limited to the lowering of property values,
28 an increase in criminal or anti-social behavior, or a decline in the
29 quality of schools or other facilities.

30 4. It shall be an unlawful discriminatory practice for an educational
31 institution to deny the use of its facilities to any person otherwise
32 qualified, or to permit the harassment of any student or applicant, by
33 reason of [~~his~~] such person's race, color, religion, disability,
34 national origin, citizenship or immigration status, sexual orientation,
35 gender identity or expression, military status, sex, age, marital
36 status, wage history, medical history, health conditions, or status as a
37 victim of domestic violence, except that any such institution which
38 establishes or maintains a policy of educating persons of one sex exclu-
39 sively may admit students of only one sex.

40 13. It shall be an unlawful discriminatory practice (i) for any person
41 to boycott or blacklist, or to refuse to buy from, sell to or trade
42 with, or otherwise discriminate against any person, because of the race,
43 creed, color, national origin, citizenship or immigration status, sexual
44 orientation, gender identity or expression, military status, sex, status
45 as a victim of domestic violence, disability, wage history, medical
46 history, health conditions, or familial status, or of such person, or of
47 such person's partners, members, stockholders, directors, officers,
48 managers, superintendents, agents, employees, business associates,
49 suppliers or customers, or (ii) for any person wilfully to do any act or
50 refrain from doing any act which enables any such person to take such
51 action. This subdivision shall not apply to:

52 (a) Boycotts connected with labor disputes; or

53 (b) Boycotts to protest unlawful discriminatory practices.

54 § 9. Subparagraphs 1, 2, and 3 of paragraph (a), subparagraphs 1, 2,
55 and 3 of paragraph (b), subparagraphs 1 and 2 of paragraph (c), and
56 paragraph (d) of subdivision 5 of section 296 of the executive law, as

1 separately amended by chapters 202 and 748 of the laws of 2022, are
2 amended to read as follows:

3 (1) To refuse to sell, rent, lease or otherwise to deny to or withhold
4 from any person or group of persons such a housing accommodation because
5 of the race, creed, color, national origin, citizenship or immigration
6 status, sexual orientation, gender identity or expression, military
7 status, sex, age, disability, marital status, status as a victim of
8 domestic violence, lawful source of income, wage history, medical histo-
9 ry, health conditions or familial status of such person or persons, or
10 to represent that any housing accommodation or land is not available for
11 inspection, sale, rental or lease when in fact it is so available.

12 (2) To discriminate against any person because of race, creed, color,
13 national origin, citizenship or immigration status, sexual orientation,
14 gender identity or expression, military status, sex, age, disability,
15 marital status, status as a victim of domestic violence, lawful source
16 of income, wage history, medical history, health conditions or familial
17 status in the terms, conditions or privileges of the sale, rental or
18 lease of any such housing accommodation or in the furnishing of facili-
19 ties or services in connection therewith.

20 (3) To print or circulate or cause to be printed or circulated any
21 statement, advertisement or publication, or to use any form of applica-
22 tion for the purchase, rental or lease of such housing accommodation or
23 to make any record or inquiry in connection with the prospective
24 purchase, rental or lease of such a housing accommodation which
25 expresses, directly or indirectly, any limitation, specification or
26 discrimination as to race, creed, color, national origin, citizenship or
27 immigration status, sexual orientation, gender identity or expression,
28 military status, sex, age, disability, marital status, status as a
29 victim of domestic violence, lawful source of income, wage history,
30 medical history, health conditions or familial status, or any intent to
31 make any such limitation, specification or discrimination.

32 (1) To refuse to sell, rent, lease or otherwise deny to or withhold
33 from any person or group of persons land or commercial space because of
34 the race, creed, color, national origin, citizenship or immigration
35 status, sexual orientation, gender identity or expression, military
36 status, sex, age, disability, marital status, status as a victim of
37 domestic violence, wage history, medical history, health conditions, or
38 familial status of such person or persons, or to represent that any
39 housing accommodation or land is not available for inspection, sale,
40 rental or lease when in fact it is so available;

41 (2) To discriminate against any person because of race, creed, color,
42 national origin, citizenship or immigration status, sexual orientation,
43 gender identity or expression, military status, sex, age, disability,
44 marital status, status as a victim of domestic violence, wage history,
45 medical history, health conditions, or familial status in the terms,
46 conditions or privileges of the sale, rental or lease of any such land
47 or commercial space; or in the furnishing of facilities or services in
48 connection therewith;

49 (3) To print or circulate or cause to be printed or circulated any
50 statement, advertisement or publication, or to use any form of applica-
51 tion for the purchase, rental or lease of such land or commercial space
52 or to make any record or inquiry in connection with the prospective
53 purchase, rental or lease of such land or commercial space which
54 expresses, directly or indirectly, any limitation, specification or
55 discrimination as to race, creed, color, national origin, citizenship or
56 immigration status, sexual orientation, gender identity or expression,

1 military status, sex, age, disability, marital status, status as a
2 victim of domestic violence, wage history, medical history, health
3 conditions, or familial status; or any intent to make any such limita-
4 tion, specification or discrimination.

5 (1) To refuse to sell, rent or lease any housing accommodation, land
6 or commercial space to any person or group of persons or to refuse to
7 negotiate for the sale, rental or lease, of any housing accommodation,
8 land or commercial space to any person or group of persons because of
9 the race, creed, color, national origin, citizenship or immigration
10 status, sexual orientation, gender identity or expression, military
11 status, sex, age, disability, marital status, status as a victim of
12 domestic violence, lawful source of income, wage history, medical histo-
13 ry, health conditions or familial status of such person or persons, or
14 to represent that any housing accommodation, land or commercial space is
15 not available for inspection, sale, rental or lease when in fact it is
16 so available, or otherwise to deny or withhold any housing accommo-
17 dation, land or commercial space or any facilities of any housing accom-
18 modation, land or commercial space from any person or group of persons
19 because of the race, creed, color, national origin, citizenship or immi-
20 gration status, sexual orientation, gender identity or expression, mili-
21 tary status, sex, age, disability, marital status, lawful source of
22 income, wage history, medical history, health conditions or familial
23 status of such person or persons.

24 (2) To print or circulate or cause to be printed or circulated any
25 statement, advertisement or publication, or to use any form of applica-
26 tion for the purchase, rental or lease of any housing accommodation,
27 land or commercial space or to make any record or inquiry in connection
28 with the prospective purchase, rental or lease of any housing accommo-
29 dation, land or commercial space which expresses, directly or indirect-
30 ly, any limitation, specification, or discrimination as to race, creed,
31 color, national origin, citizenship or immigration status, sexual orien-
32 tation, gender identity or expression, military status, sex, age, disa-
33 bility, marital status, status as a victim of domestic violence, lawful
34 source of income, wage history, medical history, health conditions or
35 familial status; or any intent to make any such limitation, specifica-
36 tion or discrimination.

37 (d) It shall be an unlawful discriminatory practice for any real
38 estate board, because of the race, creed, color, national origin, citi-
39 zenship or immigration status, sexual orientation, gender identity or
40 expression, military status, age, sex, disability, marital status,
41 status as a victim of domestic violence, lawful source of income, wage
42 history, medical history, health conditions or familial status of any
43 individual who is otherwise qualified for membership, to exclude or
44 expel such individual from membership, or to discriminate against such
45 individual in the terms, conditions and privileges of membership in such
46 board.

47 § 10. This act shall take effect immediately.