

# STATE OF NEW YORK

5163

2025-2026 Regular Sessions

## IN SENATE

February 19, 2025

Introduced by Sen. COMRIE -- read twice and ordered printed, and when printed to be committed to the Committee on Investigations and Government Operations

AN ACT to amend the executive law, in relation to prohibiting discrimination based on status as a person with a prior conviction

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

1 Section 1. Subdivisions 1 and 1-a, paragraph (a) of subdivision 2,  
2 paragraphs (a), (b) , (c) and (c-1) of subdivision 2-a, subdivisions 3-b  
3 and 4, paragraphs (a), (b), (c) and (d) of subdivision 5, paragraph (a)  
4 of subdivision 9 and subdivision 13 of section 296 of the executive law,  
5 as separately amended by chapters 202 and 748 of the laws of 2022, are  
6 amended to read as follows:

7 1. It shall be an unlawful discriminatory practice:

8 (a) For an employer or licensing agency, because of an individual's  
9 age, race, creed, color, national origin, citizenship or immigration  
10 status, sexual orientation, gender identity or expression, military  
11 status, sex, disability, predisposing genetic characteristics, familial  
12 status, marital status, [~~ex~~] status as a victim of domestic violence, or  
13 status as a person with a prior conviction to refuse to hire or employ  
14 or to bar or to discharge from employment such individual or to discrim-  
15 inate against such individual in compensation or in terms, conditions or  
16 privileges of employment.

17 (b) For an employment agency to discriminate against any individual  
18 because of age, race, creed, color, national origin, citizenship or  
19 immigration status, sexual orientation, gender identity or expression,  
20 military status, sex, disability, predisposing genetic characteristics,  
21 familial status, marital status, [~~ex~~] status as a victim of domestic  
22 violence or status as a person with a prior conviction, in receiving,  
23 classifying, disposing or otherwise acting upon applications for its  
24 services or in referring an applicant or applicants to an employer or  
25 employers.

26 (c) For a labor organization, because of the age, race, creed, color,  
27 national origin, citizenship or immigration status, sexual orientation,

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

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1 gender identity or expression, military status, sex, disability, predis-  
2 posing genetic characteristics, familial status, marital status, [~~or~~]  
3 status as a victim of domestic violence[~~7~~] or status as a person with a  
4 prior conviction of any individual, to exclude or to expel from its  
5 membership such individual or to discriminate in any way against any of  
6 its members or against any employer or any individual employed by an  
7 employer.

8 (d) For any employer or employment agency to print or circulate or  
9 cause to be printed or circulated any statement, advertisement or publi-  
10 cation, or to use any form of application for employment or to make any  
11 inquiry in connection with prospective employment, which expresses  
12 directly or indirectly, any limitation, specification or discrimination  
13 as to age, race, creed, color, national origin, citizenship or immi-  
14 gration status, sexual orientation, gender identity or expression, mili-  
15 tary status, sex, disability, predisposing genetic characteristics,  
16 familial status, marital status, [~~or~~] status as a victim of domestic  
17 violence or status as a person with a prior conviction, or any intent to  
18 make any such limitation, specification or discrimination, unless based  
19 upon a bona fide occupational qualification; provided, however, that  
20 neither this paragraph nor any provision of this chapter or other law  
21 shall be construed to prohibit the department of civil service or the  
22 department of personnel of any city containing more than one county from  
23 requesting information from applicants for civil service examinations  
24 concerning any of the aforementioned characteristics, other than sexual  
25 orientation, for the purpose of conducting studies to identify and  
26 resolve possible problems in recruitment and testing of members of  
27 minority groups to ensure the fairest possible and equal opportunities  
28 for employment in the civil service for all persons, regardless of age,  
29 race, creed, color, national origin, citizenship or immigration status,  
30 sexual orientation or gender identity or expression, military status,  
31 sex, disability, predisposing genetic characteristics, familial status,  
32 [~~or~~] marital status or status as a person with a prior conviction.

33 (e) For any employer, labor organization or employment agency to  
34 discharge, expel or otherwise discriminate against any person because  
35 [~~he or she~~] such person has opposed any practices forbidden under this  
36 article or because [~~he or she~~] such person has filed a complaint, testi-  
37 fied or assisted in any proceeding under this article.

38 (f) Nothing in this subdivision shall affect any restrictions upon the  
39 activities of persons licensed by the state liquor authority with  
40 respect to persons under twenty-one years of age.

41 (g) For an employer to compel an employee who is pregnant to take a  
42 leave of absence, unless the employee is prevented by such pregnancy  
43 from performing the activities involved in the job or occupation in a  
44 reasonable manner.

45 (h) For an employer, licensing agency, employment agency or labor  
46 organization to subject any individual to harassment because of an indi-  
47 vidual's age, race, creed, color, national origin, citizenship or immi-  
48 gration status, sexual orientation, gender identity or expression, mili-  
49 tary status, sex, disability, predisposing genetic characteristics,  
50 familial status, marital status, status as a victim of domestic  
51 violence, status as a person with a prior conviction or because the  
52 individual has opposed any practices forbidden under this article or  
53 because the individual has filed a complaint, testified or assisted in  
54 any proceeding under this article, regardless of whether such harassment  
55 would be considered severe or pervasive under precedent applied to  
56 harassment claims. Such harassment is an unlawful discriminatory prac-

1 tice when it subjects an individual to inferior terms, conditions or  
2 privileges of employment because of the individual's membership in one  
3 or more of these protected categories. The fact that such individual  
4 did not make a complaint about the harassment to such employer, licens-  
5 ing agency, employment agency or labor organization shall not be deter-  
6 minative of whether such employer, licensing agency, employment agency  
7 or labor organization shall be liable. Nothing in this section shall  
8 imply that an employee must demonstrate the existence of an individual  
9 to whom the employee's treatment must be compared. It shall be an affir-  
10 mative defense to liability under this subdivision that the harassing  
11 conduct does not rise above the level of what a reasonable victim of  
12 discrimination with the same protected characteristic or characteristics  
13 would consider petty slights or trivial inconveniences.

14 1-a. It shall be an unlawful discriminatory practice for an employer,  
15 labor organization, employment agency or any joint labor-management  
16 committee controlling apprentice training programs:

17 (a) To select persons for an apprentice training program registered  
18 with the state of New York on any basis other than their qualifications,  
19 as determined by objective criteria which permit review;

20 (b) To deny to or withhold from any person because of race, creed,  
21 color, national origin, citizenship or immigration status, sexual orien-  
22 tation, gender identity or expression, military status, sex, age, disa-  
23 bility, familial status, marital status, [~~ex~~] status as a victim of  
24 domestic violence, or status as a person with a prior conviction the  
25 right to be admitted to or participate in a guidance program, an appren-  
26 ticeship training program, on-the-job training program, executive train-  
27 ing program, or other occupational training or retraining program;

28 (c) To discriminate against any person in [~~his or her~~] their pursuit  
29 of such programs or to discriminate against such a person in the terms,  
30 conditions or privileges of such programs because of race, creed, color,  
31 national origin, citizenship or immigration status, sexual orientation,  
32 gender identity or expression, military status, sex, age, disability,  
33 familial status, marital status, [~~ex~~] status as a victim of domestic  
34 violence or status as a person with a prior conviction;

35 (d) To print or circulate or cause to be printed or circulated any  
36 statement, advertisement or publication, or to use any form of applica-  
37 tion for such programs or to make any inquiry in connection with such  
38 program which expresses, directly or indirectly, any limitation, spec-  
39 ification or discrimination as to race, creed, color, national origin,  
40 citizenship or immigration status, sexual orientation, gender identity  
41 or expression, military status, sex, age, disability, familial status,  
42 marital status, [~~ex~~] status as a victim of domestic violence or status  
43 as a person with a prior conviction, or any intention to make any such  
44 limitation, specification or discrimination, unless based on a bona fide  
45 occupational qualification.

46 (a) It shall be an unlawful discriminatory practice for any person,  
47 being the owner, lessee, proprietor, manager, superintendent, agent or  
48 employee of any place of public accommodation, resort or amusement,  
49 because of the race, creed, color, national origin, citizenship or immi-  
50 gration status, sexual orientation, gender identity or expression, mili-  
51 tary status, sex, disability, marital status, [~~ex~~] status as a victim of  
52 domestic violence or status as a person with a prior conviction, of any  
53 person, directly or indirectly, to refuse, withhold from or deny to such  
54 person any of the accommodations, advantages, facilities or privileges  
55 thereof, including the extension of credit, or, directly or indirectly,  
56 to publish, circulate, issue, display, post or mail any written or

1 printed communication, notice or advertisement, to the effect that any  
2 of the accommodations, advantages, facilities and privileges of any such  
3 place shall be refused, withheld from or denied to any person on account  
4 of race, creed, color, national origin, citizenship or immigration  
5 status, sexual orientation, gender identity or expression, military  
6 status, sex, disability [~~or~~] marital status or status as a person with a  
7 prior conviction, or that the patronage or custom thereof of any person  
8 of or purporting to be of any particular race, creed, color, national  
9 origin, citizenship or immigration status, sexual orientation, gender  
10 identity or expression, military status, sex [~~or~~], marital status or  
11 status as a person with a prior conviction, or having a disability is  
12 unwelcome, objectionable or not acceptable, desired or solicited.

13 (a) To refuse to sell, rent or lease or otherwise to deny to or with-  
14 hold from any person or group of persons such housing accommodations  
15 because of the race, creed, color, disability, national origin, citizen-  
16 ship or immigration status, sexual orientation, gender identity or  
17 expression, military status, age, sex, marital status, status as a  
18 victim of domestic violence, status as a person with a prior conviction,  
19 lawful source of income or familial status of such person or persons, or  
20 to represent that any housing accommodation or land is not available for  
21 inspection, sale, rental or lease when in fact it is so available.

22 (b) To discriminate against any person because of [~~his or her~~] such  
23 person's race, creed, color, disability, national origin, citizenship or  
24 immigration status, sexual orientation, gender identity or expression,  
25 military status, age, sex, marital status, status as a victim of domes-  
26 tic violence, status as a person with a prior conviction lawful source  
27 of income or familial status in the terms, conditions or privileges of  
28 any publicly-assisted housing accommodations or in the furnishing of  
29 facilities or services in connection therewith.

30 (c) To cause to be made any written or oral inquiry or record concern-  
31 ing the race, creed, color, disability, national origin, citizenship or  
32 immigration status, sexual orientation, gender identity or expression,  
33 membership in the reserve armed forces of the United States or in the  
34 organized militia of the state, age, sex, marital status, status as a  
35 victim of domestic violence, lawful source of income [~~or~~], familial  
36 status of a person seeking to rent or lease any publicly-assisted hous-  
37 ing accommodation, or status as a person with a prior conviction;  
38 provided, however, that nothing in this subdivision shall prohibit a  
39 member of the reserve armed forces of the United States or in the organ-  
40 ized militia of the state from voluntarily disclosing such membership.

41 (c-1) To print or circulate or cause to be printed or circulated any  
42 statement, advertisement or publication, or to use any form of applica-  
43 tion for the purchase, rental or lease of such housing accommodation or  
44 to make any record or inquiry in connection with the prospective  
45 purchase, rental or lease of such a housing accommodation which  
46 expresses, directly or indirectly, any limitation, specification or  
47 discrimination as to race, creed, color, national origin, citizenship or  
48 immigration status, sexual orientation, gender identity or expression,  
49 military status, sex, age, disability, marital status, status as a  
50 victim of domestic violence, lawful source of income [~~or~~], familial  
51 status or status as a person with a prior conviction, or any intent to  
52 make any such limitation, specification or discrimination.

53 3-b. It shall be an unlawful discriminatory practice for any real  
54 estate broker, real estate salesperson or employee or agent thereof or  
55 any other individual, corporation, partnership or organization for the  
56 purpose of inducing a real estate transaction from which any such person

1 or any of its stockholders or members may benefit financially, to repre-  
2 sent that a change has occurred or will or may occur in the composition  
3 with respect to race, creed, color, national origin, citizenship or  
4 immigration status, sexual orientation, gender identity or expression,  
5 military status, sex, disability, marital status, status as a victim of  
6 domestic violence, status as a person with a prior conviction, or fami-  
7 lial status of the owners or occupants in the block, neighborhood or  
8 area in which the real property is located, and to represent, directly  
9 or indirectly, that this change will or may result in undesirable conse-  
10 quences in the block, neighborhood or area in which the real property is  
11 located, including but not limited to the lowering of property values,  
12 an increase in criminal or anti-social behavior, or a decline in the  
13 quality of schools or other facilities.

14 4. It shall be an unlawful discriminatory practice for an educational  
15 institution to deny the use of its facilities to any person otherwise  
16 qualified, or to permit the harassment of any student or applicant, by  
17 reason of [~~his~~] their race, color, religion, disability, national  
18 origin, citizenship or immigration status, sexual orientation, gender  
19 identity or expression, military status, sex, age, marital status, [~~ex~~]  
20 status as a victim of domestic violence, or status as a person with a  
21 prior conviction, except that any such institution which establishes or  
22 maintains a policy of educating persons of one sex exclusively may admit  
23 students of only one sex.

24 (a) It shall be an unlawful discriminatory practice for the owner,  
25 lessee, sub-lessee, assignee, or managing agent of, or other person  
26 having the right to sell, rent or lease a housing accommodation,  
27 constructed or to be constructed, or any agent or employee thereof:

28 (1) To refuse to sell, rent, lease or otherwise to deny to or withhold  
29 from any person or group of persons such a housing accommodation because  
30 of the race, creed, color, national origin, citizenship or immigration  
31 status, sexual orientation, gender identity or expression, military  
32 status, sex, age, disability, marital status, status as a victim of  
33 domestic violence, lawful source of income [~~ex~~], familial status of such  
34 person or persons, or status as a person with a prior conviction, or to  
35 represent that any housing accommodation or land is not available for  
36 inspection, sale, rental or lease when in fact it is so available.

37 (2) To discriminate against any person because of race, creed, color,  
38 national origin, citizenship or immigration status, sexual orientation,  
39 gender identity or expression, military status, sex, age, disability,  
40 marital status, status as a victim of domestic violence, status as a  
41 person with a prior conviction, lawful source of income or familial  
42 status in the terms, conditions or privileges of the sale, rental or  
43 lease of any such housing accommodation or in the furnishing of facili-  
44 ties or services in connection therewith.

45 (3) To print or circulate or cause to be printed or circulated any  
46 statement, advertisement or publication, or to use any form of applica-  
47 tion for the purchase, rental or lease of such housing accommodation or  
48 to make any record or inquiry in connection with the prospective  
49 purchase, rental or lease of such a housing accommodation which  
50 expresses, directly or indirectly, any limitation, specification or  
51 discrimination as to race, creed, color, national origin, citizenship or  
52 immigration status, sexual orientation, gender identity or expression,  
53 military status, sex, age, disability, marital status, status as a  
54 victim of domestic violence, lawful source of income [~~ex~~], familial  
55 status, or status as a person with a prior conviction or any intent to  
56 make any such limitation, specification or discrimination.

1 (4) (i) The provisions of subparagraphs one and two of this paragraph  
2 shall not apply (1) to the rental of a housing accommodation in a build-  
3 ing which contains housing accommodations for not more than two families  
4 living independently of each other, if the owner resides in one of such  
5 housing accommodations, (2) to the restriction of the rental of all  
6 rooms in a housing accommodation to individuals of the same sex or (3)  
7 to the rental of a room or rooms in a housing accommodation, if such  
8 rental is by the occupant of the housing accommodation or by the owner  
9 of the housing accommodation and the owner resides in such housing  
10 accommodation or (4) solely with respect to age and familial status to  
11 the restriction of the sale, rental or lease of housing accommodations  
12 exclusively to persons sixty-two years of age or older and the spouse of  
13 any such person, or for housing intended and operated for occupancy by  
14 at least one person fifty-five years of age or older per unit. In deter-  
15 mining whether housing is intended and operated for occupancy by persons  
16 fifty-five years of age or older, Sec. 807(b) (2) (c) (42 U.S.C. 3607  
17 (b) (2) (c)) of the federal Fair Housing Act of 1988, as amended, shall  
18 apply. However, such rental property shall no longer be exempt from the  
19 provisions of subparagraphs one and two of this paragraph if there is  
20 unlawful discriminatory conduct pursuant to subparagraph three of this  
21 paragraph.

22 (ii) The provisions of subparagraphs one, two, and three of this para-  
23 graph shall not apply (1) to the restriction of the rental of all rooms  
24 in a housing accommodation to individuals of the same sex, (2) to the  
25 rental of a room or rooms in a housing accommodation, if such rental is  
26 by the occupant of the housing accommodation or by the owner of the  
27 housing accommodation and the owner resides in such housing accommo-  
28 dation, or (3) solely with respect to age and familial status to the  
29 restriction of the sale, rental or lease of housing accommodations  
30 exclusively to persons sixty-two years of age or older and the spouse of  
31 any such person, or for housing intended and operated for occupancy by  
32 at least one person fifty-five years of age or older per unit. In deter-  
33 mining whether housing is intended and operated for occupancy by persons  
34 fifty-five years of age or older, Sec. 807(b) (2) (c) (42 U.S.C. 3607  
35 (b) (2) (c)) of the federal Fair Housing Act of 1988, as amended, shall  
36 apply.

37 (b) It shall be an unlawful discriminatory practice for the owner,  
38 lessee, sub-lessee, or managing agent of, or other person having the  
39 right of ownership or possession of or the right to sell, rent or lease,  
40 land or commercial space:

41 (1) To refuse to sell, rent, lease or otherwise deny to or withhold  
42 from any person or group of persons land or commercial space because of  
43 the race, creed, color, national origin, citizenship or immigration  
44 status, sexual orientation, gender identity or expression, military  
45 status, sex, age, disability, marital status, status as a victim of  
46 domestic violence, [~~ex~~] familial status of such person or persons,  
47 status as a person with a prior conviction or to represent that any  
48 housing accommodation or land is not available for inspection, sale,  
49 rental or lease when in fact it is so available;

50 (2) To discriminate against any person because of race, creed, color,  
51 national origin, citizenship or immigration status, sexual orientation,  
52 gender identity or expression, military status, sex, age, disability,  
53 marital status, status as a victim of domestic violence, [~~ex~~] familial  
54 status, or status as a person with a prior conviction in the terms,  
55 conditions or privileges of the sale, rental or lease of any such land

1 or commercial space; or in the furnishing of facilities or services in  
2 connection therewith;

3 (3) To print or circulate or cause to be printed or circulated any  
4 statement, advertisement or publication, or to use any form of applica-  
5 tion for the purchase, rental or lease of such land or commercial space  
6 or to make any record or inquiry in connection with the prospective  
7 purchase, rental or lease of such land or commercial space which  
8 expresses, directly or indirectly, any limitation, specification or  
9 discrimination as to race, creed, color, national origin, citizenship or  
10 immigration status, sexual orientation, gender identity or expression,  
11 military status, sex, age, disability, marital status, status as a  
12 victim of domestic violence, ~~[ex]~~ familial status, or status as a person  
13 with a prior conviction; or any intent to make any such limitation,  
14 specification or discrimination.

15 (4) With respect to age and familial status, the provisions of this  
16 paragraph shall not apply to the restriction of the sale, rental or  
17 lease of land or commercial space exclusively to persons fifty-five  
18 years of age or older and the spouse of any such person, or to the  
19 restriction of the sale, rental or lease of land to be used for the  
20 construction, or location of housing accommodations exclusively for  
21 persons sixty-two years of age or older, or intended and operated for  
22 occupancy by at least one person fifty-five years of age or older per  
23 unit. In determining whether housing is intended and operated for occu-  
24 pancy by persons fifty-five years of age or older, Sec. 807(b) (2) (c)  
25 (42 U.S.C. 3607(b) (2) (c)) of the federal Fair Housing Act of 1988, as  
26 amended, shall apply.

27 (c) It shall be an unlawful discriminatory practice for any real  
28 estate broker, real estate salesperson or employee or agent thereof:

29 (1) To refuse to sell, rent or lease any housing accommodation, land  
30 or commercial space to any person or group of persons or to refuse to  
31 negotiate for the sale, rental or lease, of any housing accommodation,  
32 land or commercial space to any person or group of persons because of  
33 the race, creed, color, national origin, citizenship or immigration  
34 status, sexual orientation, gender identity or expression, military  
35 status, sex, age, disability, marital status, status as a victim of  
36 domestic violence, lawful source of income ~~[ex]~~, familial status of such  
37 person or persons, or status as a person with a prior conviction, or to  
38 represent that any housing accommodation, land or commercial space is  
39 not available for inspection, sale, rental or lease when in fact it is  
40 so available, or otherwise to deny or withhold any housing accommo-  
41 dation, land or commercial space or any facilities of any housing accom-  
42 modation, land or commercial space from any person or group of persons  
43 because of the race, creed, color, national origin, citizenship or immi-  
44 gration status, sexual orientation, gender identity or expression, mili-  
45 tary status, sex, age, disability, marital status, lawful source of  
46 income ~~[ex]~~, familial status of such person or persons, or status as a  
47 person with a prior conviction.

48 (2) To print or circulate or cause to be printed or circulated any  
49 statement, advertisement or publication, or to use any form of applica-  
50 tion for the purchase, rental or lease of any housing accommodation,  
51 land or commercial space or to make any record or inquiry in connection  
52 with the prospective purchase, rental or lease of any housing accommo-  
53 dation, land or commercial space which expresses, directly or indirect-  
54 ly, any limitation, specification, or discrimination as to race, creed,  
55 color, national origin, citizenship or immigration status, sexual orien-  
56 tation, gender identity or expression, military status, sex, age, disa-

1 bility, marital status, status as a victim of domestic violence, lawful  
2 source of income [~~ex~~], familial status, or status as a person with a  
3 prior conviction; or any intent to make any such limitation, specifica-  
4 tion or discrimination.

5 (3) With respect to age and familial status, the provisions of this  
6 paragraph shall not apply to the restriction of the sale, rental or  
7 lease of any housing accommodation, land or commercial space exclusively  
8 to persons fifty-five years of age or older and the spouse of any such  
9 person, or to the restriction of the sale, rental or lease of any hous-  
10 ing accommodation or land to be used for the construction or location of  
11 housing accommodations for persons sixty-two years of age or older, or  
12 intended and operated for occupancy by at least one person fifty-five  
13 years of age or older per unit. In determining whether housing is  
14 intended and operated for occupancy by persons fifty-five years of age  
15 or older, Sec. 807 (b) (2) (c) (42 U.S.C. 3607 (b) (2) (c)) of the  
16 federal Fair Housing Act of 1988, as amended, shall apply.

17 (d) It shall be an unlawful discriminatory practice for any real  
18 estate board, because of the race, creed, color, national origin, citi-  
19 zenship or immigration status, sexual orientation, gender identity or  
20 expression, military status, age, sex, disability, marital status,  
21 status as a victim of domestic violence, lawful source of income [~~ex~~],  
22 familial status, or status as a person with a prior conviction of any  
23 individual who is otherwise qualified for membership, to exclude or  
24 expel such individual from membership, or to discriminate against such  
25 individual in the terms, conditions and privileges of membership in such  
26 board.

27 (a) It shall be an unlawful discriminatory practice for any fire  
28 department or fire company therein, through any member or members there-  
29 of, officers, board of fire commissioners or other body or office having  
30 power of appointment of volunteer firefighters, directly or indirectly,  
31 by ritualistic practice, constitutional or by-law prescription, by tacit  
32 agreement among its members, or otherwise, to deny to any individual  
33 membership in any volunteer fire department or fire company therein, or  
34 to expel or discriminate against any volunteer member of a fire depart-  
35 ment or fire company therein, because of the race, creed, color,  
36 national origin, citizenship or immigration status, sexual orientation,  
37 gender identity or expression, military status, sex, marital status,  
38 status as a victim of domestic violence, [~~ex~~], familial status, or  
39 status as a person with a prior conviction of such individual.

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, [~~ex~~] familial status, or  
46 status as a person with a prior conviction or of such person, or of such  
47 person's partners, members, stockholders, directors, officers, managers,  
48 superintendents, agents, employees, business associates, suppliers or  
49 customers, or (ii) for any person wilfully to do any act or refrain from  
50 doing any act which enables any such person to take such action. This  
51 subdivision shall not apply to:

52 (a) Boycotts connected with labor disputes; or

53 (b) Boycotts to protest unlawful discriminatory practices.

54 § 2. This act shall take effect immediately.