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THE GENERAL ASSEMBLY OF PENNSYLVANIA

# HOUSE BILL

## No. 2103 Session of 2025

INTRODUCED BY WAXMAN, KHAN, SANCHEZ, HOHENSTEIN AND RIVERA, DECEMBER 16, 2025

REFERRED TO COMMITTEE ON HOUSING AND COMMUNITY DEVELOPMENT, DECEMBER 17, 2025

AN ACT

Amending the act of October 27, 1955 (P.L.744, No.222), entitled "An act prohibiting certain practices of discrimination because of race, color, religious creed, ancestry, age or national origin by employers, employment agencies, labor organizations and others as herein defined; creating the Pennsylvania Human Relations Commission in the Governor's Office; defining its functions, powers and duties; providing for procedure and enforcement; providing for formulation of an educational program to prevent prejudice; providing for judicial review and enforcement and imposing penalties," further providing for unlawful discriminatory practices.

The General Assembly of the Commonwealth of Pennsylvania hereby enacts as follows:

Section 1. Section 5(h)(10) of the act of October 27, 1955 (P.L.744, No.222), known as the Pennsylvania Human Relations Act, is amended to read:

Section 5. Unlawful Discriminatory Practices.--It shall be an unlawful discriminatory practice, unless based upon a bona fide occupational qualification, or in the case of a fraternal corporation or association, unless based upon membership in such association or corporation, or except where based upon applicable security regulations established by the United States

or the Commonwealth of Pennsylvania:

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(h) For any person to:

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(10) Nothing in this clause shall bar any religious or denominational institution or organization or any charitable or educational organization which is operated, supervised or controlled by or in connection with a religious organization or any bona fide private or fraternal organization from giving preference to persons of the same religion or denomination or to members of such private or fraternal organization or from making such selection as is calculated by such organization to promote the religious principles or the aims, purposes or fraternal principles for which it is established or maintained. Nor shall it apply to the rental of rooms in a landlord-occupied rooming house with a common entrance, nor with respect to discrimination based on sex, the advertising, rental or leasing of housing accommodations in a single-sex dormitory or rooms in one's personal residence in which common living areas are shared. As used in this clause, the term "bona fide private or fraternal organization" shall not include organizations that restrict membership in the organization on account of race, color, national origin or ancestry for the purpose or effect of denying equal access to housing, employment or public accommodations.

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Section 2. This act shall take effect in 60 days.