

2025 LEGISLATIVE SUMMARY 1A

For January 28, 2024 Commission Meeting
(Compiled January 23, 2024)

EMPLOYMENT (HRS § 378 Part I)

Bill: SB7 – Relating to Healthy Workplaces

[SB7 \(Hawaii.gov\)](#) - Prohibits any employer or employee from subjecting an employee to abusive conduct. Requires employers and certain employees to take all reasonable preventative and responsive measures to ensure a safe work environment free of abusive conduct. Prohibits employers and certain employees from taking retaliatory actions against employees who engage in certain protected acts. Establishes a penalty, private cause of action, and remedies. Requires the Department of Labor and Industrial Relations to adopt rules. (new part in HRS § 378, likely not in HCRC jurisdiction)

[Status](#)

Staff Recommendation/Discussion: Support Intent/Comments.

Bill: SB – Relating to

SB (Hawaii.gov) -

Status

Staff Recommendation/Discussion:

Bill: SB – Relating to

SB (Hawaii.gov) -

Status

Staff Recommendation/Discussion:

Bill: SB – Relating to

SB (Hawaii.gov) -

Status

Staff Recommendation/Discussion:

HOUSING (HRS § 515)

Bill: SB44 – Relating to Housing Discrimination

[SB44 \(Hawaii.gov\)](#) - Allows counties to prohibit discrimination against renters based on their source of income. (Amends HRS § 46-1.5)

[Status](#)

Staff Recommendation/Discussion: Support. HCRC supported similar bill, SB2073 in 2024 and SB327 in 2023 (the 2022 Legislature passed Act 310, SB206, prohibiting discrimination based on

source of income). This bill would allow the counties to be more expansive in protecting individuals seeking housing than what the state statute allows.

Bill: SB31 – Relating to Property

[SB47 \(Hawaii.gov\)](#) - Allows a person who discovers a recorded discriminatory restrictive covenant to take certain actions without liability, to invalidate the covenant. Defines discriminatory restrictive covenant. Amends HRS § 515

[Status](#)

Staff Recommendation/Discussion: Support with Comments

Bill: SB – Relating to

SB (Hawaii.gov) -

Status

Staff Recommendation/Discussion:

Bill: SB – Relating to

SB (Hawaii.gov) -

Status

Staff Recommendation/Discussion:

PUBLIC ACCOMMODATIONS (HRS § 489)

Bill: SB59 – Algorithmic Discrimination*

[SB59 \(Hawaii.gov\)](#) - Prohibits users of algorithmic decision-making from utilizing algorithmic eligibility determinations in a discriminatory manner. Requires users of algorithmic decision-making to send corresponding notices to individuals whose personal information is used. Requires users of algorithmic decision-making to submit annual reports to the Department of the Attorney General. Provides means of civil enforcement.

[Status](#)

Staff Recommendation/Discussion: Support. HCRC supported a similar bill, HB1607 in 2024. Prohibits the use of using algorithms to determine eligibility for certain services based on protected cases, including access to public accommodations under 489. Requires notice of use of algorithms, personal information collected, sources used to collect, whether personal information is sold, etc.

Bill: SB149 – Relating to Discrimination in Public Accommodations

[SB149 \(Hawaii.gov\)](#) - Establishes that it is an unlawful discriminatory practice for public accommodations to deny a person with a disability full and equal enjoyment of information related to their services, facilities, privileges, advantages, or accommodations using information and communication technology intended for use by the general public as applicants, participants, customers, clients, or visitors. Amends HRS § 489.

[Status](#)

Staff Recommendation/Discussion: Support with comments/concerns. HCRC supported a similar bill SB3311 in 2024.

Bill: SB – Relating to
SB (Hawaii.gov) -
Status
Staff Recommendation/Discussion:

Bill: SB – Relating to
SB (Hawaii.gov) -
Status
Staff Recommendation/Discussion:

Bill: SB – Relating to
SB (Hawaii.gov) -
Status
Staff Recommendation/Discussion:

ACCESS TO STATE & STATE-FUNDED SERVICES (HRS § 368-1.5)

Bills Impacting the Commission/Relating to Civil Rights (general)

Bill: SB55 – Relating to Administrative Rules
[SB55 \(Hawaii.gov\)](#) - Requires all state agencies adopting, amending, or repealing a rule to make the full text of the rules of the agency available on the website of the Office of the Lieutenant Governor in a digitally accessible and searchable format.
[Status](#)
Staff Recommendation/Discussion: Support.

Bill: SB47 – Relating to State Holidays
[SB47 \(Hawaii.gov\)](#) - Designates the day of the second new moon after the winter solstice of each year as the Lunar New Year. Establishes the Lunar New Year as a state holiday.
[Status](#)
Staff Recommendation/Discussion:

Bill: SB116 – Relating to Discriminatory Reporting
[SB116 \(Hawaii.gov\)](#) - Establishes provisions relating to civil remedies for discriminatory reporting to a law enforcement officer. Provides that any person who contacts a law enforcement officer to contact a person on the basis of the person's actual or perceived race, color, ancestry, ethnicity, national origin, place of birth, sex, age, religion, disability, sexual orientation, or gender identity with the specific intent to infringe upon the person's certain rights. Requires the Department of

Law Enforcement, in consultation with the Hawai'i Civil Rights Commission, to provide guidance to the public on the enactment of this Act.

[Status](#)

Staff Recommendation/Discussion: "Karen" bill. Support. HCRC supported similar bills HB1077/SB193 in 2021.

Bill: SB117 – Relating to Defamation

[SB117 \(Hawaii.gov\)](#) - Protects individuals who make claims of sexual misconduct from defamation lawsuits unless the claims were proven to be made with malice.

[Status](#)

Staff Recommendation/Discussion: Support. HCRC supported a similar bill SB2683 in 2024.

Bill: SB170 – Relating to Internet Privacy, constitutional amendment

[SB170 \(Hawaii.gov\)](#) - Proposes to amend the Hawai'i State Constitution by establishing the right of each person to own and have an exclusive property right in the data they generate on the Internet.

[Status](#)

Staff Recommendation/Discussion: Track.

Bill: SB404 – Relating to Service Animals

[SB404 \(Hawaii.gov\)](#) - Requires sellers or providers of emotional support animals or of certificates, identifications, tags, vests, leashes, and harnesses that identify an animal as an emotional support animal to provide certain disclaimers to the buyer or recipient. Establishes penalties. Amends HRS § 347

[Status](#)

Staff Recommendation/Discussion:

Bill: SB387 – Relating to Service Animals

[SB387 \(Hawaii.gov\)](#) - Requires the Department of Agriculture to be responsible for all neighbor island inspection permit fees for service animals that are located in the State and are being transported for release at Kona, Kahului, or Lihue airports. Appropriates funds.

[Status](#)

Staff Recommendation/Discussion:

Bill: SB527 – Relating to Education

[SB527 \(Hawaii.gov\)](#) - Establishes, and appropriates funds for, five full-time equivalent (5.0 FTE) positions within the Civil Rights Compliance Branch of the Department of Education.

[Status](#)

Staff Recommendation/Discussion: track

Bill: HB22 – Relating to Immigration, Collaboration with Federal Government

[HB22 \(Hawaii.gov\)](#) - Allows state and county law enforcement agencies to collaborate with the federal government for immigration purposes in only limited, specific circumstances.

[Status](#)

Staff Recommendation/Discussion:

Bill: HB440 – Relating to Immigration

HB440 (Hawaii.gov) - Prohibits certain covered educational entities and Hawai'i Health Systems Corporation facilities from collecting information regarding citizenship or immigration status or allowing officers of Immigration and Customs Enforcement to enter certain facilities, except under specific circumstances.

[Status](#)

Staff Recommendation/Discussion:

Bill: HB457 – Relating to Civil Rights Protections

[HB457 \(Hawaii.gov\)](#) - Requires state and local law enforcement agencies to notify an individual of their rights when in law enforcement agency custody before any interview with United States Immigration and Customs Enforcement on certain matters regarding immigration violations.

[Status](#)

Staff Recommendation/Discussion:

Bill: SB614 – Relating to Hawaiian Independence Day

[SB614 \(Hawaii.gov\)](#) - Establishes "La Ku oko a", or Hawaiian Independence Day, as a state holiday to be observed annually on November 28th.

[Status](#)

Staff Recommendation/Discussion: Support/track

Bill: SB – Relating to

SB (Hawaii.gov) -

Status

Staff Recommendation/Discussion:

Bill: SB571 – Relating to Law Enforcement

[SB571 \(Hawaii.gov\)](#) - Requires state and local law enforcement agencies to notify an individual of their rights when in state or local law enforcement agency custody before any interview with the United States Immigration and Customs Enforcement pertaining to certain matters regarding civil immigration violations. Designates all records relating to United States Immigration and Customs Enforcement access to detained individuals provided by a state or local law enforcement agency as public records under chapter 92F, HRS. Requires state and local law enforcement agencies that have provided the United States Immigration and Customs Enforcement access to a detained individual within the previous year to hold two public forums per year.

[Status](#)

Staff Recommendation/Discussion:

Bill: SB799 – Relating to the Freedom to Read

[SB799 \(Hawaii.gov\)](#) - Requires the Department of Education to select materials for inclusion, circulation, and exclusion in school library collections according to certain criteria. Requires the Department of Education to uphold the freedom to read. Prohibits the Department of Education from excluding books based on certain criteria. Requires the State Librarian to select materials for inclusion, circulation, and exclusion in school library collections according to certain criteria.

Requires the State Librarian to uphold the freedom to read. Prohibits the State Librarian from excluding books based on certain criteria.

[Status](#)

Staff Recommendation/Discussion:

Bill: SB199 – Relating to Hawaiian Culture

[SB199 \(Hawaii.gov\)](#) - Requires the Office of Hawaiian Affairs to establish and maintain Native Hawaiian cultural centers within the State. Requires the Office to submit reports to the Legislature regarding the Office's compliance with this Act. Appropriates moneys for the planning and design of the first Native Hawaiian cultural center.

[Status](#)

Staff Recommendation/Discussion: Track/defer to OHA

Bill: SB213 – Relating to Children, Abortion

[SB213 \(Hawaii.gov\)](#) - Requires medically appropriate and reasonable life-saving and life-sustaining medical care and treatment for all infants born alive. Establishes civil and criminal penalties.

[Status](#)

Staff Recommendation/Discussion: Track

Bill: SB387 – Relating to Service Animals

[SB387 \(Hawaii.gov\)](#) - Requires the Department of Agriculture to be responsible for all neighbor island inspection permit fees for service animals that are located in the State and are being transported for release at Kona, Kahului, or Lihue airports. Appropriates funds.

[Status](#)

Staff Recommendation/Discussion: Track/Defer to Department of Agriculture

Bill: SB – Relating to

SB (Hawaii.gov) -

Status

Staff Recommendation/Discussion:

Bill: SB416 – Relating to the Landlord-Tenant Code

[SB416 \(Hawaii.gov\)](#) - Prohibits rental agreements from prohibiting tenants from keeping pet animals in dwelling units, subject to certain conditions.

[Status](#)

Staff Recommendation/Discussion: Remove from tracking?

Bill: SB396 – Relating to Commuting

[SB396 \(Hawaii.gov\)](#) - Requires the Director of Human Resources Development, in consultation with the Hawai'i Climate Change Mitigation and Adaptation Commission, State Energy Office, and Department of Accounting and General Services, to develop and implement a comprehensive Commuting Choice Benefit Program for all state employees regardless of mode of transportation. Requires a report to the Legislature.

[Status](#)

Staff Recommendation/Discussion: Remove from tracking?

Bill: SB – Relating to
SB (Hawaii.gov) -
Status

Staff Recommendation/Discussion:

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Status

Staff Recommendation/Discussion:

Bill: SB – Relating to
SB (Hawaii.gov) -
Status

Staff Recommendation/Discussion: