



HAWAI‘I CIVIL RIGHTS COMMISSION **KOMIKINA PONO KĪWILA O HAWAI‘I**

AGENDA

January 27, 2026 at 11:30am Meeting to be Held Remotely via Zoom.

Remote Meeting Link for January 27, 2026 Meeting at 11:30am:

<https://us02web.zoom.us/j/4349599058?pwd=VlpKZDVmZ3MzYit5clJQTE1VekhOdz09&omn=85403189136>

Meeting ID: 434 959 9058

Passcode: dER5Xy

Physical Meeting Location:

Princess Ruth Ke‘elikōlani Building

830 Punchbowl Street, Room 411

No board members will be present.

Upon request, a testifier can be made visible to Board members and other meeting participants using either the remote meeting link above or at the physical meeting location.

Instructions to attend State of Hawaii Virtual Board meetings via Zoom:

<https://labor.hawaii.gov/wp-content/uploads/2025/01/State-of-Hawaii-Virtual-Board-Attendee-Instructions.pdf>

1. Call to Order
2. Approval of minutes of January 20, 2026 Commission Meeting
3. Executive Director’s Report
 - a. Mediation: Hawai‘i Civil Rights Commission’s Mediation Program Year-to-Date Summary
 - b. Data and Production regarding Hawai‘i Civil Rights Commission’s Caseload Data, Comparison by Year, Age of Filed Cases, Year-to-Date Data

- c. Public responses, if any, to HCRC data and production report
4. 2026 Legislative Session Discussion, 2026 Bills relating to civil rights (Senate Bills (“SB”) and House Bills (“HB”):
- a. **HB1522**: HCRC’s Bill to extend the statute of limitations to file a complaint of discrimination from 180-days from the discriminatory act to one year, amending Haw. Rev. Stat. § 368-11
 - b. **HB1526**: Explicit protection of intersectionality discrimination, perception of a protected class, association with a protected class; amends Haw. Rev. Stat. §§ 368, 368D, 378, 489, 515
 - c. **HB1646**: Rental discrimination; attorneys fees -- Allows the court to award attorneys' fees to a prevailing party in an action relating to discriminatory practices in a rental transaction based on source of income. (companion bill **SB2209**)
 - d. **SB2055**: Requires the Civil Rights Commission to establish a helpline for individuals to submit reports of harms from federal deployments in the State. Requires the Civil Rights Commission to compile an annual report and hold an annual public hearing on data obtained through the helpline.
 - e. **SB2150**: Requires hourly rate or salary ranges to be disclosed on job listings for full-time, part-time, temporary, or seasonal employees. Removes the exemption for employers having fewer than fifty employees. Amends Haw. Rev. Stat. § 378-2.8
 - f. **SB2386**: Clarifies that the requirement to disclose hourly rates or salary ranges on job listings applies to full-time, part-time, temporary, or seasonal employment. Exempts employers having fewer than twenty-five employees, rather than fifty, from the disclosure. Amends Haw. Rev. Stat. § 378-2.8.
 - g. **SB2210**: Allows the Hawai’i Civil Rights Commission to prosecute discrimination based on source of income in housing cases. Amends Haw. Rev. Stat. § 368
 - h. **SB2268**: Requires all places of public accommodation and public entity construction projects constructed after 7/31/2027 to provide universal changing accommodations that are equally accessible regardless of gender.
 - i. **SB2385**: Amends the Hawai’i Emergency Management Agency's functions to include ensuring compliance with the Americans with Disabilities Act and related federal and state disability access laws by integrating the needs of individuals with disabilities and others with access and functional needs into emergency planning, preparedness, response, recovery, and mitigation activities. Appropriates funds to establish a Disability Integration Specialist and for programming support for disability community projects.
 - j. **SB2051**: Removes discriminatory requirements for mandatory insurance coverage of in vitro fertilization procedures to create parity of coverage for same-sex couples, unmarried individuals, transgender persons, and opposite-sex couples for whom male infertility is the relevant factor. Requires the insured or

the insured's dependent spouse to have a history of infertility of at least six months' duration, rather than five years. Includes need for medical intervention to conceive due to physiological or anatomical factors.

- k. **SB2038**: Authorizes certain pregnant persons to receive abortion medication with a label that does not bear their name and other identifying information.
- l. **SB2081**: Authorizes a person to remove their name from a certificate of registration from a motor vehicle if that person is party to a divorce decree that states that title to the motor vehicle was granted to the other party.

Bills Staff Recommends to Monitor

- m. **SB2017**: 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. Adds new part to Haw. Rev. Stat. 378
- n. **SB2040**: Proposes an amendment to Article I, Section 4, of the Constitution of the State of Hawai'i to provide that the participation of non-natural persons in election activities and campaign finance activities may be regulated, restricted, or prohibited as provided by law.
- o. **SB2049**: Prohibits law enforcement agencies and law enforcement officers from using biometric surveillance technology in the State unless certain conditions are met.
- p. **SB2056**: Prohibits law enforcement agencies from forming certain agreements with federal or out-of-state law enforcement agencies.
- q. **SB2057**: Prohibits law enforcement agencies from using any personnel or funds originating in the state to assist or facilitate conduct by federal agents that exceeds their statutory duty or authority. Prohibits law enforcement officers from assisting or cooperating with or allowing resources to be used to facilitate federal agents engaged in operations that target individuals or entities for activities protected by the First Amendment of the United States Constitution or immigration enforcement operations.
- r. **SB2058**: Requires the Attorney General to designate safe community places. Prohibits employees at safe community places from providing voluntary consent to federal law enforcement agents for operations that identify or seek to identify apprehend, arrest, or impose any other penalty for activities protected by the First Amendment or immigration enforcement.
- s. **SB2059**: Prohibits a law enforcement agency from entering into an agreement for the delegation of immigration enforcement authority to a state or county

agency.

- t. **SB2270**: Includes housing projects for individuals with disabilities and individuals with access and functional needs as eligible projects to apply for expedited permits.
 - u. **SB2305**: Allows applicants for driver's permit, driver's license, or civil identification cards to request a nonapparent disability notation on their permit, license, or identification card.
 - v. **SB2314**: Requires that the Hawaiian version of a law be held binding if the law in question was originally drafted in Hawaiian, or if the law was originally drafted in English and if the law was subsequently amended, codified, recodified, or reenacted in Hawaiian, and meets certain criteria.
- 5. Hawai'i Civil Rights Commission (HCRC) General Discussion
 - 1. Structure, Function, and Duties of HCRC
 - 2. Frequently Asked Questions and Staff Responses
 - 3. Public responses
 - 6. Announcements
 - 1. Next Commission Meeting Dates
 - i. February 3, 2026 at 11:30am via zoom
 - ii. February 10, 2026 at 11:30am via zoom

If you need an auxiliary aid/service or other accommodation due to a disability, contact Constance Yonashiro at (808) 586-8642 or constance.m.yonashiro@hawaii.gov Requests made as early as possible will allow more time to fulfill your request if possible.

Testimony can be submitted via e-mail to DLIR.HCRC.INFOR@hawaii.gov TESTIMONY in the title, or mailed to Hawai'i Civil Rights Commission, 830 Punchbowl Street, Room 411, Honolulu, HI 96813. Oral testimony will also be accepted.

Board packets, if prepared, will be available pursuant to H.R.S. § 92-7.5.

If the remote connection (via Zoom) is lost, the meeting will be recessed for up to thirty (30) minutes to restore communication. If the connection is lost, we will attempt to restart the meeting again with the same link. If the Commission can reestablish audio communication only, the meeting will be reconvened and continue. If the Commission is unable to reconvene the meeting because neither audiovisual communication nor audio communication can be reestablished

within thirty minutes, the meeting will be automatically terminated.

If you have trouble entering the meeting, please contact Sandy at (808) 586-8659