



HAWAI'I CIVIL RIGHTS COMMISSION

KOMIKINA PONO KIWILA O HAWAI'I

AGENDA

February 3, 2026 at 11:30am Meeting to be Held Remotely via Zoom.

Remote Meeting Link for February 3, 2026 Meeting at 11:30am:

<https://us02web.zoom.us/j/4349599058?pwd=VlpKZDVmZ3MzYit5cIJQTE1VekhOdz09&omn=84119306954>

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 27, 2026 Commission Meeting
3. 2026 Legislative Session Discussion, 2026 Bills relating to civil rights (Senate Bills ("SB") and House Bills ("HB")):
 - a. **HB1531:** Emergency; Official Announcements; Broadcast Media; American Sign Language; Sign Language Interpreter: Requires the Governor or mayor of a county to provide an American Sign Language interpreter during each official announcement broadcast via television or the Internet during a state of emergency. Requires the Governor or mayor of a county to ensure, to the fullest

extent possible, that the American Sign Language interpreter's face, body, arms, and hands are visible during the broadcast. Requires a news media outlet to display the American Sign Language interpreter in a picture-in-picture window during broadcasts of official emergency announcements.

- b. **HB1878**: Anti-discrimination; Prohibitions; Certain Characteristics; Intersectionality: Prohibits discrimination based on: (1) The perception that a person possesses certain characteristics; (2) The perception that a person is associated with a person who possesses, or is perceived to possess, certain characteristics; or (3) The intersection or combination of two or more specified characteristics in relation to a person.
- c. **HB1995**: Disability Parking Pass; People with Disabilities; Eligibility; Deaf; Blind: Provides that people who are blind or deaf are eligible to apply for and receive a disabled paid parking permit.
- d. **HB1998**: Discrimination in Public Accommodations; Persons with Disabilities; Discriminatory Practices; Places of Public Accommodation: Provides that people who are blind or deaf are eligible to apply for and receive a disabled paid parking permit.
- e. **HB2045**: State Holidays; La Hoihoi Ea; Statehood Day: Designates La Hoihoi Ea, Sovereignty Restoration Day, as a state holiday in place of Statehood Day.
- f. **HB2405**: DLIR; Hotelkeepers; Hospitality Workers; Safety; Panic Buttons; Rules: Requires hotelkeepers to supply and provide annual training on the proper use and limitations of a panic button to certain workers no later than 1/1/2027.
- g. **HB2443**: Disaster Services; Appropriation: Integrates the needs of individuals with disabilities and others with access and functional needs into emergency planning, preparedness, response, recovery, and mitigation activities. Establishes a Disability Integration Specialist position, to be located in the Hawaii Emergency Management Agency, who shall provide programming support for disability community projects that promote accessibility, inclusion, and equity in disaster management. Appropriates funds.
- h. **SB1010**: Sex-Based Harassment; Sex Discrimination; Retaliation; Title IX; Protections: Clarifies and strengthens the State's protections against sex-based harassment, sex discrimination, and retaliation that occur in public schools, public charter schools, or at the University of Hawai'i, including discrimination based on gender identity or expression, sexual orientation, pregnancy, and pregnancy-related conditions. Establishes procedures for investigations and decision-making. Requires mandatory reporting by certain employees. (Companion bill HB758)
- i. **SB1209**: Transportation Network Companies; Civil Rights Commission; Discrimination; Service Animals; Violations; Penalties; Fines: Requires the Civil Rights Commission to receive and investigate complaints related to acts of discrimination committed by transportation network company drivers against riders with service animals and report the results of its investigation to the Department of Transportation, which shall issue penalties to transportation

- network companies. (Companion bill HB468)
- j. **SB2412**: University of Hawai'i; ASL Interpreter Training Program; Appropriation: Appropriates moneys to establish a bachelor's degree program in American Sign Language interpretation at the University of Hawaii Manoa campus with a multi-year plan to include a master's degree program for interpreter training.
- k. **SB2414**: Relating to the Disability and Communication Access Board (DCAB): Requires the Disability and Communication Access Board to study the health care communication needs of patients who are deaf, hard-of-hearing, or deaf-blind. Requires a report to the Legislature 20 days prior to the 2027 Regular Session.
- l. **SB2438**: Hawai'i Civil Rights Protection Act; Constitutional Rights; Civil Remedies; Relief; AG; Counties; Establishes a civil cause of action for interference with constitutional and statutory rights through threats, intimidation, or coercion. Authorizes private rights of action. Authorizes actions to be brought by the Attorney General, County Corporation Counsel, or County Attorney. Authorizes injunctive relief, declaratory relief, and certain monetary relief. Includes protections for constitutionally protected speech.
- m. **SB2727**: Hawai'i Civil Rights Commission; Anti-discrimination; Statute of Limitations: Lengthens the statute of limitations to file a complaint of discrimination with the Hawai'i Civil Rights Commission to one year. (not companion bill to HB1522, but exact same)
- n. **SB2846**: HDOE; IDEA; IEP; Students with Disabilities; Emergency Situations; Evacuation Plans: Authorizes the inclusion of language addressing individualized accommodations and supports during emergency situations and evacuations in individualized education programs for students with disabilities. Requires support and guidance from the Department of Education.
- o. **SB2852**: Discrimination in Public Accommodations; Persons with Disabilities; Discriminatory Practices; Places of Public Accommodation: Establishes it as an unlawful discriminatory practice for a place of public accommodation to deny a person with a disability full and equal enjoyment of information related to their services, facilities, privileges, advantages, or accommodations by requiring use of information and communication technology that is not accessible to the person. Establishes exceptions.
- p. **SB2871**: Anti-discrimination; Prohibitions; Certain Characteristics; Intersectionality: Prohibits discrimination based on: (1) The perception that a person possesses certain characteristics; (2) The perception that a person is associated with a person who possesses, or is perceived to possess, certain characteristics; or (3) The intersection or combination of two or more specified characteristics in relation to a person.
- q. **SB2959**: Residential Landlord-Tenant Code; Application Screening; Comprehensive Reusable Tenant Screening Report; OCP; DCCA: Beginning 11/1/2026, requires landlords to accept comprehensive reusable tenant screening reports, if made available by an applicant, and prohibits application

fees in such case.

- r. **SB2968**: DLIR; Hotelkeepers; Hospitality Workers; Safety; Panic Buttons; Rules: Requires hotelkeepers to supply and provide annual training on the proper use and limitations of a panic button to certain workers no later than 1/1/2027.
- s. **SB2998**: Medical Cannabis; Qualifying Patients; Discrimination; Employer; Employee; Licensing Boards; Vocational Licenses; Professional Licenses; Potentially Dangerous Occupations: Prohibits an employer from discriminating against a person in hiring, termination, or any term or condition of employment based on the person's status as a medical cannabis registry card holder or lawful use of medical cannabis, under certain conditions. Authorizes an employer to use a fit-for-duty test for medical cannabis qualifying patients in potentially dangerous occupations under certain conditions. Prohibits a professional or vocational licensing board from revoking the license of medical cannabis qualifying patients, or otherwise subjecting them to discipline, for their lawful use of medical cannabis, under certain conditions.
- t. **SB3024**: Sex-Based Harassment; Sex Discrimination; Retaliation; Title IX; Protections: Clarifies and strengthens the State's protections against sex-based harassment, sex discrimination, and retaliation that occur in public schools, public charter schools, or at the University of Hawai'i, including discrimination based on gender identity or expression, sexual orientation, pregnancy, and pregnancy-related conditions. Establishes procedures for investigations and decision-making. Requires mandatory reporting by certain employees.
- u. **SB2849**: Public Agencies; Meetings; Notices; Disabilities; Readability: Requires certain information to appear at the beginning of notices for public meetings.
- v. **HB1864**: Insurance; Mandatory Coverage; Standard Fertility Preservation Services; Iatrogenic Infertility; Medically Necessary Treatment: For policies, contracts, plans, and agreements issued or renewed after 12/31/2026, requires insurers, mutual benefit societies, and health maintenance organizations to provide coverage for standard fertility preservation services for persons undergoing medically necessary treatment that may cause iatrogenic infertility.
- w. **HB1894**: DOE; Braille Instruction: Requires the Department of Education to include the instruction of braille and provision of braille instructional materials under certain circumstances; provide braille literacy support services; cooperate with the Department of Human Services when requested to submit information necessary to maintain a register of the blind in the State; provide comprehensive information about braille literacy services, assistive technology devices, and assistive technology services, including educational programming options; and participate in the development of section 504 plans and individualized education programs.
- x. **HB2046**: Establishes and appropriates funds for the 'Ōlelo Hawai'i Commission to coordinate and promote initiatives that support the use of 'Ōlelo Hawai'i.

Bills carried over from 2025 for which the Commission previously supported

(See minutes from November 18, 2025 Commission meeting, Commissioners unanimously approved the motion that HCRC staff be authorized to identify bills that are identical or substantially similar to bills introduced in the previous session and submit testimonies consistent with the Commission positions previously taken on those bills, unless explicitly identified).

- y. **SB1010**: Clarifies and strengthens the State's protections against sex-based harassment, sex discrimination, and retaliation that occur in public schools, public charter schools, or at the University of Hawai'i, including discrimination based on gender identity or expression, sexual orientation, pregnancy, and pregnancy-related conditions. Establishes procedures for investigations and decision-making. Requires mandatory reporting by certain employees. Clarifies and strengthens the State's protections against sex-based harassment, sex discrimination, and retaliation that occur in public schools, public charter schools, or at the University of Hawai'i, including discrimination based on gender identity or expression, sexual orientation, pregnancy, and pregnancy-related conditions. Establishes procedures for investigations and decision-making. Requires mandatory reporting by certain employees. (Companion bill **HB758**)
- z. **SB1209**: Transportation Network Companies; Civil Rights Commission; Discrimination; Service Animals; Violations; Penalties; Fines: Requires the Civil Rights Commission to receive and investigate complaints related to acts of discrimination committed by transportation network company drivers against riders with service animals and report the results of its investigation to the Department of Transportation, which shall issue penalties to transportation network companies (Companion bill **HB468**)

4. 2026 session bills staff recommends monitoring:

- a. **SB2776**: Federal Law Enforcement; Generalized Policing; State Law Enforcement; Requests for Assistance: Prohibits a law enforcement officer and law enforcement agency from making certain requests for assistance from federal law enforcement agencies with exceptions. Establishes requirements and limitations for law enforcement agencies to enter into agreements with federal law enforcement agencies.
- b. **SB2850**: Disability Parking Pass; People with Disabilities; Eligibility; Deaf; Blind: Provides that people who are blind or deaf are eligible to apply for and receive a disabled paid parking permit.
- c. **SB2851**: Deaf; Hearing Impaired; Disability; Motor Vehicle Registration; Law Enforcement: Authorizes deaf motor vehicle owners to register their vehicle as being owned by a deaf individual so that a deafness designation appears when a law enforcement officer accesses the motor vehicle's information.
- d. **SB3013**: Pet Animals; Commercial General Liability Insurance Policies; Homeowners Insurance Policies; Renters Insurance Policies; Dwelling Fire Policies; Breed Restrictions: Prohibits insurers from refusing to issue or renew,

canceling, restricting, otherwise terminating, or charging higher rates for a commercial general liability insurance policy, homeowners insurance policy, renters insurance policy, or dwelling fire policy based on the breed of any dog that is kept on the insured premises.

- e. **SB3011**: HPHA; Pet Animals; Allowed: Requires the Hawai'i Public Housing Authority to allow any resident of a public housing project or state low-income housing project to keep one or more pet animals in the resident's unit, subject to applicable state laws, county ordinances, and any reasonable conditions. Provides that the Hawai'i Public Housing Authority may charge a refundable deposit for each pet animal but shall not impose a monthly pet fee or pet rent. Allows the Hawai'i Public Housing Authority to remove a vicious animal to protect persons or property.
- f. **SB2874**: Immigration; Law Enforcement Agencies; Access to Detained Individuals; Civil Immigration Interviews; Due Process; Public Forums: Requires state and county law enforcement agencies to notify an individual in the custody of a state or county law enforcement agency of their rights before any interview with the United States Immigration and Customs Enforcement pertaining to certain matters regarding civil immigration violations can commence. 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. Requires state and county 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.
- g. **SB2449**: Public Meetings; Business Days; Board Packets; Public Inspection; Regular Business Hours: Defines "business day" as used in Part I of Chapter 92, HRS, governing public meetings. Clarifies that board packets, if created, shall be made available for public inspection in the board's office during regular business hours, no later than three full business days before the public meeting. Defines "regular business hours".

5. Announcements

- a. Next Commission Meeting Dates
 - i. 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

PunchbowlStreet, 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 isunable 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