

ONE HUNDRED NINTH LEGISLATURE - FIRST SESSION - 2025
COMMITTEE STATEMENT
LB694

Hearing Date: Thursday March 13, 2025
Committee On: Judiciary
Introducer: Guereca
One Liner: Prohibit discrimination based on military or veteran status

Roll Call Vote - Final Committee Action:
Advanced to General File

Vote Results:

Aye: 8 Senators Bosn, DeBoer, Holdcroft, Hallstrom, McKinney, Rountree,
Storer, Storm
Nay:
Absent:
Present Not Voting:

Testimony:

Proponents: Senator Dunixi Guereca	Representing: Opening Presenter
Opponents:	Representing:
Neutral:	Representing:

* ADA Accommodation Written Testimony

Summary of purpose and/or changes:

LB694 prohibits discrimination based on military or veteran status. The bill amends sections that, under existing law, prohibit discrimination in employment, public accommodation, housing, and certain government activities on the basis of race, color, sex, marital status, religion, creed, national origin, disability, ancestry, age, and familial status.

Section-by-Section Summary:

Section 1: Amends § 18-1724, which authorizes municipal ordinances to prevent discrimination in employment, public accommodation, and housing, to allow municipal ordinances preventing discrimination based on military or veteran status.

Section 2: Amends § 20-113, a statute that authorizes incorporated cities to enact ordinances and counties to adopt resolutions that are substantially equivalent to or more comprehensive than Nebraska laws related to the protection of civil rights. The section is amended to allow incorporated cities and counties to revoke the liquor license of a club if such club discriminates based on military or veteran status. The section is also amended to clarify that a club may, on a nondiscriminatory basis, limit admission or service to veterans or servicemembers and offer discounts or other



benefits to veterans or servicemembers.

Sections 3 and 4: Amend §§ 20-132 and 20-134 regarding public accommodation laws to prohibit discrimination based on military or veteran status. Section 20-134 is also amended to provide that a person or place of public accommodation may, on a nondiscriminatory basis, limit admission or service to veterans or servicemembers and offer discounts or other benefits to veterans or servicemembers.

Section 5: Amends § 20-139, which makes the Equal Opportunity Commission responsible for administering the Nebraska Fair Housing Act and public accommodation laws, to add discrimination based on military or veteran status as a form of discrimination the commission has the power to seek to eliminate and prevent.

Sections 6 to 11: Amend the Nebraska Fair Housing Act to prohibit discrimination based on military or veteran status. Section 20-322 is also amended to clarify that the Nebraska Fair Housing Act does not prohibit otherwise nondiscriminatory conduct intended to benefit veterans or servicemembers.

Sections 12 and 13: Amend the County Civil Service Act to prohibit discrimination based on military or veteran status, which is applicable to counties of 150,000 to 400,00 inhabitants.

Section 14: Amends § 23-2541, governing county board personnel rules and regulations for counties of less than 150,000 inhabitants, to prohibit discrimination based on military or veteran status.

Section 15: Amends § 25-1645, setting out the legislative intent and purpose of the Jury Selection Act, to ensure no discrimination in selection for jury service based on military or veteran status.

Section 16: Makes a harmonizing change for a change made to § 49-801.

Sections 17 and 18: Amends the Election Act to prohibit discrimination based on military or veteran status in the selection of election judges and clerks of elections.

Section 19: Amends § 39-210, governing Department of Transportation tourist-oriented directional sign panels, to add military or veteran status-based discrimination as unlawful discrimination for purposes of an activity qualifying to appear on such signs.

Section 20: Amends § 45-1056 to prohibit military or veteran status-based discrimination under the Nebraska Installment Loan Act.

Section 21: Amends § 45-1303 to prohibit military or veteran status-based discrimination under the Medical Debt Relief Act.

Section 22: Amends § 48-215 to prohibit military or veteran status-based employment discrimination by any person or business in the state engaged in the production, manufacture, or distribution of military or naval material, equipment, or supplies for the state or federal government.

Section 23: Amends § 48-628.13 of the Employment Security Law to provide that “good cause for voluntarily leaving employment” (for purposes of entitlement to unemployment benefits) includes military or veteran status-based discrimination or workplace harassment.

Sections 24 to 37: Amend the Nebraska Fair Employment Practice Act to prohibit discrimination based on military or veteran status.



Section 38: A new section of law (included in the Nebraska Fair Employment Practice Act) that clarifies legislative intent for including military or veteran status as a protected class in the Nebraska Fair Employment Practice Act (and in sections 12, 13, and 14 of this act). Such inclusion is not intended to duplicate or mirror protections offered by the federal Uniform Services Employment and Reemployment Rights Act, does not require an employer or other entity to treat a servicemember who is absent from work differently than other individuals, does not prohibit granting special benefits to veterans or servicemembers, and does not prohibit veterans' preference programs.

Section 39: Amends § 49-801 (which defines terms generally for purposes of the statutes) to define military or veteran status as an active duty military member who was discharged or otherwise separated honorably, or their dependents as defined under federal law.

Section 40: Amends § 51-211 to prohibit library boards from denying services based on military or veteran status.

Section 41: Amends § 58-216 to prohibit discrimination based on military or veteran status under the Nebraska Investment Finance Authority Act.

Sections 42 to 44: Amend the Nebraska Educational, Health, Cultural, and Social Services Finance Authority Act to prohibit discrimination based on military or veteran status.

Section 45: Amends § 68-1605 to provide that recipients of grant funding under the Homeless Shelter Assistance Trust Fund Act shall not discriminate based on military or veteran status in grants. This section also clarifies that this change does not prohibit grant recipients from engaging in otherwise nondiscriminatory conduct intended to benefit veterans or servicemembers.

Section 46: Amends § 75-325 to require transportation network companies regulated by the Public Service Commission to include a prohibition of discrimination based on military or veteran status in their anti-discrimination policies.

Section 47: Amends § 76-1495 of the Mobile Home Landlord and Tenant Act to prohibit landlords from denying rental based on military or veteran status.

Section 48: Amends § 81-885.24 of the Nebraska Real Estate License Act to authorize the State Real Estate Commission to investigate alleged discrimination based on military or veteran status committed by an individual with a real estate license.

Section 49: Repealer.

Carolyn Bosn, Chairperson

