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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2024

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A N A C T

RELATING TO HEALTH AND SAFETY -- THE NICK ARJOMAND NO WEIGHT
DISCRIMINATION ACT

Introduced By: Representative Enrique George Sanchez

Date Introduced: March 04, 2024

Referred To: House Health & Human Services

It is enacted by the General Assembly as follows:

1 SECTION 1. Title 23 of the General Laws entitled "HEALTH AND SAFETY" is hereby
2 amended by adding thereto the following chapter:

3 CHAPTER 100

4 THE NICK ARJOMAND NO WEIGHT DISCRIMINATION ACT

5 **23-100-1. Short Title.**

6 This act shall be known as the "Nick Arjomand No Weight Discrimination Act."

7 **23-100-2. Findings and Purpose.**

8 The general assembly finds that weight discrimination is a form of unjust and unfair
9 treatment that can result in significant harm to individuals. The purpose of this act is to prohibit
10 weight discrimination and promote equality, dignity, and respect for all individuals in the State of
11 Rhode Island.

12 **23-100-3. Definitions.**

13 (a) As used in this section, the following terms shall have the following meanings, unless
14 the context clearly indicates otherwise.

15 (1) "Commission" means the Rhode Island commission for human rights establish pursuant
16 to § 28-5-8.

17 (2) "Public accommodation" refers to any establishment or entity that provides goods,
18 services, or facilities to the public, including, but not limited to, restaurants, hotels, stores, and

1 educational institutions.

2 (3) "Weight discrimination" refers to any differential treatment or unfavorable action taken
3 against an individual based on their weight or body size, including, but not limited to, employment
4 decisions, public accommodations, housing, and educational opportunities.

5 **23-100-4. Prohibition of weight discrimination.**

6 (a) It shall be unlawful for any person, employer, labor organization, employment agency,
7 or public accommodation to discriminate against an individual based on their weight or body size.

8 (b) Prohibited actions include, but are not limited to:

9 (1) Refusing to hire, promote, or provide equal employment opportunities to an individual
10 based on their weight;

11 (2) Terminating or demoting an employee based on their weight; and

12 (3) Denying or limiting access to public accommodations, services, or facilities based on
13 an individual's weight.

14 **23-100-5. Enforcement and remedies.**

15 (a) Any individual who believes they have been subjected to weight discrimination in
16 violation of this act may file a complaint with the commission.

17 (b) The commission shall have the authority to investigate complaints, conduct hearings,
18 and take appropriate enforcement actions, including, but not limited to, ordering injunctive relief,
19 awarding compensatory damages, and imposing civil penalties.

20 (c) Any person found to have violated this chapter shall be subject to penalties as
21 determined by the commission, which may include fines, damages, and other remedies as deemed
22 appropriate.

23 **23-100-6. Public awareness and education.**

24 The state shall undertake efforts to raise public awareness about weight discrimination, its
25 harmful effects, and the rights of individuals to be free from such discrimination. The state shall
26 also promote education and training programs to prevent weight discrimination and foster a culture
27 of inclusivity and acceptance. These actions may be taking conjunction with the commission.

28 **23-100-7. Severability.**

29 If any provision of this chapter or its application to any person or circumstance is held
30 invalid, the remainder of the chapter or the application of the provisions to other persons or
31 circumstances shall not be affected.

32 SECTION 2. This act shall take effect on January 1, 2025.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

A N A C T

RELATING TO HEALTH AND SAFETY -- THE NICK ARJOMAND NO WEIGHT
DISCRIMINATION ACT

1 This act would create the Nick Arjomand no weight discrimination act. The purpose of this
2 act would be to prohibit weight discrimination and promote equity, dignity, and respect for all
3 individuals in the state

4 This act would take effect on January 1, 2025.

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