

SENATE BILL 469

By Johnson

AN ACT to amend Tennessee Code Annotated, Title 4,  
Chapter 21, Part 4, relative to employer-related  
discrimination.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 4-21-401, is amended by adding the following language as a new subsection (c):

(c) It is not a discriminatory practice for an employer to institute a policy in the employer's workplace requiring that all employees speak only in English at certain times when the employer has a legitimate business necessity for such a policy.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it.