

## HRO Limitations/Exemptions Codified

		<b>Employment</b> Ch. 402 - Employer/Employee	<b>Public</b> <b>Accommodation</b> Ch. 406 – Customers	<b>Housing</b> Ch. 408 – Housing
Religious Organization (2020-244 §6)	Definition Exemption	402.107(r) <sup>1</sup> 402.209(d)	406.104(k) <sup>1</sup> 406.302(f)	408.105(s) <sup>1</sup> 408.202(b)
Single sex restrooms/ Dress code (2020-244 §8)		402.209(b) and (c) <sup>2</sup>	406.302(d) and (e) <sup>2</sup>	n/a

1. Religious Organization shall mean and include churches, synagogues, mosques, and schools of religious instruction and non-profit institutions or organizations affiliated therewith, as well as any “religious corporation, association or society.” The phrase “religious corporation, association or society” shall be interpreted consistent with Section 2000e-(1)(a), United States Code.
2. a. Single sex restrooms: Nothing herein shall prohibit an employer/business or place of public accommodation from providing single-sex restrooms, locker rooms, shower facilities, bath houses, health spas, dormitory, lodging facilities and similar facilities that are by their nature distinctly private for its employees.  
b. Dress code: Nothing herein shall prohibit an employer/business or place of public accommodation from establishing and enforcing a dress code for its employees, provided that such dress code shall not be based upon sex stereotypes.