
HOUSE BILL No. 1193

AM119302 has been incorporated into introduced printing.

Synopsis: Civil rights commission.

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2026

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Introduced

Second Regular Session of the 124th General Assembly (2026)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2025 Regular Session of the General Assembly.

HOUSE BILL No. 1193

A BILL FOR AN ACT to amend the Indiana Code concerning state and local administration.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 22-9-1-2, AS AMENDED BY P.L.136-2014,
2 SECTION 2, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2026]: Sec. 2. (a) It is the public policy of the state to provide
4 all of its citizens equal opportunity for education, employment, access
5 to public conveniences and accommodations, and acquisition through
6 purchase or rental of real property, including but not limited to housing,
7 and to eliminate segregation or separation based solely on race,
8 religion, color, sex, disability, national origin, or ancestry, since such
9 segregation is an impediment to equal opportunity. Equal education
10 and employment opportunities and equal access to and use of public
11 accommodations and equal opportunity for acquisition of real property
12 are hereby declared to be civil rights.

13 (b) The practice of denying these rights to properly qualified
14 persons by reason of the race, religion, color, sex, disability, national
15 origin, or ancestry of such person is contrary to the principles of

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1 freedom and equality of opportunity and is a burden to the objectives
 2 of the public policy of this state and shall be considered as
 3 discriminatory practices. The promotion of equal opportunity without
 4 regard to race, religion, color, sex, disability, national origin, or
 5 ancestry through reasonable methods is the purpose of this chapter.

6 (c) It is also the public policy of this state to protect employers,
 7 labor organizations, employment agencies, property owners, real estate
 8 brokers, builders, and lending institutions from unfounded charges of
 9 discrimination.

10 (d) It is hereby declared to be contrary to the public policy of the
 11 state and an unlawful practice for any person, for profit, to induce or
 12 attempt to induce any person to sell or rent any dwelling by
 13 representations regarding the entry or prospective entry into the
 14 neighborhood of a person or persons of a particular race, religion,
 15 color, sex, disability, national origin, or ancestry.

16 (e) The general assembly recognizes that on February 16, 1972,
 17 there are institutions of learning in Indiana presently and traditionally
 18 following the practice of limiting admission of students to males or to
 19 females. It is further recognized that it would be unreasonable to
 20 impose upon these institutions the expense of remodeling facilities to
 21 accommodate students of both sexes, and that educational facilities of
 22 similar quality and type are available in coeducational institutions for
 23 those students desiring such facilities. It is further recognized that this
 24 chapter is susceptible of interpretation to prevent these institutions
 25 from continuing their traditional policies, a result not intended by the
 26 general assembly. Therefore, the amendment effected by Acts 1972,
 27 P.L.176, is desirable to permit the continuation of the policies
 28 described.

29 (f) It is against the public policy of the state and a discriminatory
 30 practice for an employer to discriminate against a prospective
 31 employee on the basis of status as a veteran by:

32 (1) refusing to employ an applicant for employment on the basis
 33 that the applicant is a veteran of the armed forces of the United
 34 States; or

35 (2) refusing to employ an applicant for employment on the basis
 36 that the applicant is a member of the Indiana National Guard or
 37 member of a reserve component.

38 **(g) It is against the public policy of the state for any person to
 39 violate another person's rights protected by the Constitution of the
 40 United States or the Constitution of the State of Indiana.**

41 **(g) (h)** This chapter shall be construed broadly to effectuate its



1 purpose.

2 SECTION 2. IC 22-9-1-3, AS AMENDED BY P.L.213-2016,
 3 SECTION 27, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 4 JULY 1, 2026]: Sec. 3. As used in this chapter:

5 (a) "Person" means one (1) or more individuals, partnerships,
 6 associations, organizations, limited liability companies, corporations,
 7 labor organizations, cooperatives, legal representatives, trustees,
 8 trustees in bankruptcy, receivers, and other organized groups of
 9 persons.

10 (b) "Commission" means the civil rights commission created under
 11 section 4 of this chapter.

12 (c) "Director" means the director of the civil rights commission.

13 (d) "Deputy director" means the deputy director of the civil rights
 14 commission.

15 (e) "Commission attorney" means the deputy attorney general,
 16 such assistants of the attorney general as may be assigned to the
 17 commission, or such other attorney as may be engaged by the
 18 commission.

19 (f) "Consent agreement" means a formal agreement entered into
 20 in lieu of adjudication.

21 (g) "Affirmative action" means those acts that the commission
 22 determines necessary to assure compliance with the Indiana civil rights
 23 law.

24 (h) "Employer" means the state or any political or civil subdivision
 25 thereof and any person employing six (6) or more persons within the
 26 state, except that the term "employer" does not include:

27 (1) any nonprofit corporation or association organized
 28 exclusively for fraternal or religious purposes;

29 (2) any school, educational, or charitable religious institution
 30 owned or conducted by or affiliated with a church or religious
 31 institution; or

32 (3) any exclusively social club, corporation, or association that
 33 is not organized for profit.

34 (i) "Employee" means any person employed by another for wages
 35 or salary. However, the term does not include any individual employed:

36 (1) by the individual's parents, spouse, or child; or

37 (2) in the domestic service of any person.

38 (j) "Labor organization" means any organization that exists for the
 39 purpose in whole or in part of collective bargaining or of dealing with
 40 employers concerning grievances, terms, or conditions of employment
 41 or for other mutual aid or protection in relation to employment.



3 (1) "Discriminatory practice" means:

10 (3) the promotion of racial segregation or separation in any
11 manner, including but not limited to the inducing of or the
12 attempting to induce for profit any person to sell or rent any

dwelling by representations regarding the entry or prospective entry in the neighborhood of a person or persons of a particular race, religion, color, sex, disability, national origin, or ancestry; (4) a violation of IC 22-9-5 that occurs after July 25, 1992, and is committed by a covered entity (as defined in IC 22-9-5-4); (5) the performance of an abortion solely because of the race, color, sex, disability, national origin, or ancestry of the fetus; or

19 color, sex, disability, national origin, or ancestry of the fetus, or
20 (6) a violation of any of the following statutes protecting the
21 right of conscience regarding abortion:
22 (A) IC 16-34-1-4.

23 (B) JC 16-34-1-5.

24 (C) JC 16-34-1-6; or

25 (7) a violation of a person's rights protected by:

Amendment, including:

- (i) Title VI of the federal Civil Rights Act of 1964;
- (ii) Title VII of the federal Civil Rights Act of 1964;
- and
- (iii) Title IX of the Education Amendments of 1972.

(iii) Title IX of the Education Amendments of 1972.
Every discriminatory practice relating to the acquisition or sale of real estate, education, public accommodations, employment, or the extending of credit (as defined in IC 24-4.5-1-301.5) shall be considered unlawful unless it is specifically exempted by this chapter.

37 considered unlawful unless it is specifically exempted by this chapter.
38 (m) "Public accommodation" means any establishment that caters
39 or offers its services or facilities or goods to the general public.

40 (n) "Complainant" means:

(1) any individual charging on the individual's own behalf to have been personally aggrieved by a discriminatory practice; or



(2) the director or deputy director of the commission charging that a discriminatory practice was committed against a person (other than the director or deputy director) or a class of people, in order to vindicate the public policy of the state (as defined in section 2 of this chapter).

(o) "Complaint" means any written grievance that is:

(1) sufficiently complete and filed by a complainant with the commission; or

(2) filed by a complainant as a civil action in the circuit or superior court having jurisdiction in the county in which the alleged discriminatory practice occurred.

12 The original of any complaint filed under subdivision (1) shall be
13 signed and verified by the complainant.

(p) "Sufficiently complete" refers to a complaint that includes:

(1) the full name and address of the complainant;

(2) the name and address of the respondent against whom the complaint is made;

(3) the alleged discriminatory practice and a statement of particulars thereof;

(4) the date or dates and places of the alleged discriminatory practice and if the alleged discriminatory **practice or unconstitutional** practice is of a continuing nature the dates between which continuing acts of discrimination are alleged to have occurred; and

(5) a statement as to any other action, civil or criminal, instituted in any other form based upon the same grievance alleged in the complaint, together with a statement as to the status or disposition of the other action.

No complaint shall be valid unless filed within one hundred eighty (180) days from the date of the occurrence of the alleged discriminatory practice.

(q) "Sex" as it applies to segregation or separation in this chapter applies to all types of employment, education, public accommodations, and housing. However:

(1) it shall not be a discriminatory practice to maintain separate restrooms;

(2) it shall not be an unlawful employment practice for an employer to hire and employ employees, for an employment agency to classify or refer for employment any individual, for a labor organization to classify its membership or to classify or refer for employment any individual, or for an employer, labor



1 organization, or joint labor management committee controlling
 2 apprenticeship or other training or retraining programs to admit
 3 or employ any other individual in any program on the basis of
 4 sex in those certain instances where sex is a bona fide
 5 occupational qualification reasonably necessary to the normal
 6 operation of that particular business or enterprise; and
 7 (3) it shall not be a discriminatory practice for a private or
 8 religious educational institution to continue to maintain and
 9 enforce a policy of admitting students of one (1) sex only.

10 (r) "Disabled" or "disability" means the physical or mental
 11 condition of a person that constitutes a substantial disability. In
 12 reference to employment under this chapter, "disabled or disability"
 13 also means the physical or mental condition of a person that constitutes
 14 a substantial disability unrelated to the person's ability to engage in a
 15 particular occupation.

16 (s) "Veteran" means:

- 17 (1) a veteran of the armed forces of the United States;
- 18 (2) a member of the Indiana National Guard; or
- 19 (3) a member of a reserve component.

20 SECTION 3. IC 22-9-1-6, AS AMENDED BY P.L.205-2019,
 21 SECTION 25, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 22 JULY 1, 2026]: Sec. 6. (a) The commission shall establish and
 23 maintain a permanent office in the city of Indianapolis.

24 (b) Except as it concerns judicial review, the commission may
 25 adopt rules under IC 4-22-2 to implement this chapter.

26 (c) The commission shall formulate policies to effectuate the
 27 purposes of this chapter and make recommendations to agencies and
 28 officers of the state or local subdivisions thereof to effectuate such
 29 policies. The several departments, commissions, divisions, authorities,
 30 boards, bureaus, agencies, and officers of the state or any political
 31 subdivision or agency thereof shall furnish the commission, upon its
 32 request, all records, papers, and information in their possession relating
 33 to any matter before the commission.

34 (d) The commission shall receive and investigate complaints
 35 alleging discriminatory practices. The commission shall not hold
 36 hearings in the absence of a complaint. All investigations of complaints
 37 shall be conducted by staff members of the civil rights commission or
 38 their agents.

39 (e) The commission may create such advisory agencies and
 40 conciliation councils, local or statewide, as will aid in effectuating the
 41 purposes of this chapter. The commission may itself, or it may



1 empower these agencies and councils to:

- (1) study the problems of discrimination in the areas covered by section 2 of this chapter when based on race, religion, color, sex, handicap, national origin, or ancestry; and
- (2) foster through community effort, or otherwise, good will among the groups and elements of the population of the state.

7 These agencies and councils may make recommendation to the
8 commission for the development of policies and procedures in general.
9 Advisory agencies and conciliation councils created by the commission
10 shall be composed of representative citizens serving without pay, but
11 with reimbursement for reasonable and necessary actual expenses.

12 (f) The commission may issue such publications and such results
13 of investigations and research as in its judgment will tend to promote
14 good will and minimize or eliminate discrimination because of race,
15 religion, color, sex, handicap, national origin, or ancestry.

33 (i) The commission may:

34 (1) before July 1, 2020, appoint administrative law judges other
35 than commissioners; and
36 (2) after June 30, 2020, request assignment of an administrative
37 law judge (as defined in IC 4-21.5-1-2);
38 when an appointment is deemed necessary by a majority of the

38 when an appointment is deemed necessary by a majority of the
39 commission. The administrative law judges shall be members in good
40 standing before the bar of Indiana and shall be appointed by the
41 chairman of the commission. An administrative law judge appointed

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1 under this subsection ~~shall have~~ has the same powers and duties as a
2 commissioner sitting as an administrative law judge. However, the
3 administrative law judge may not issue subpoenas.

4 (j) The commission shall state its findings of fact after a hearing
5 and, if the commission finds a person has engaged in an unlawful
6 discriminatory practice, shall cause to be served on this person an order
7 requiring the person to cease and desist from the unlawful
8 discriminatory practice and requiring the person to take further
9 affirmative action as will effectuate the purposes of this chapter,
10 including but not limited to the power:

11 (1) to restore the complainant's losses incurred as a result of
12 discriminatory treatment, as the commission may deem
13 necessary to assure justice; however, except in discriminatory
14 practices involving veterans, this specific provision when
15 applied to orders pertaining to employment shall include only
16 wages, salary, or commissions;

17 (2) to require the posting of notice setting forth the public policy
18 of Indiana concerning civil rights and the respondent's
19 compliance with the policy in places of public accommodations;
20 (3) to require proof of compliance to be filed by the respondent
21 at periodic intervals; and

22 (4) to require a person who has been found to be in violation of
23 this chapter and who is licensed by a state agency authorized to
24 grant a license to show cause to the licensing agency why the
25 person's license should not be revoked or suspended.

26 When an employer has been found to have committed a discriminatory
27 practice in employment by failing to employ an applicant on the basis
28 that the applicant is a veteran, the order to restore the veteran's losses
29 may include placing the veteran in the employment position with the
30 employer for which the veteran applied.

31 (k) Judicial review of a cease and desist order or other affirmative
32 action as referred to in this chapter may be obtained under IC 22-9-8.
33 If no proceeding to obtain judicial review is instituted within thirty (30)
34 days from receipt of notice by a person that an order has been made by
35 the commission, the commission, if it determines that the person upon
36 whom the cease and desist order has been served is not complying or
37 is making no effort to comply, may obtain a decree of a court for the
38 enforcement of the order in circuit or superior court upon showing that
39 the person is subject to the commission's jurisdiction and resides or
40 transacts business within the county in which the petition for
41 enforcement is brought.



6 (m) The commission may furnish technical assistance requested
7 by persons subject to this chapter to further compliance with this
8 chapter or with an order issued under this chapter.

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(b) If the court finds that a discriminatory practice has occurred the court may grant the relief allowed under **IC 22-9-1-6(j)**. **section 6(j) of this chapter.**

(c) A civil action filed under this section must be tried by the court without benefit of a jury.

(d) The commission may not represent the plaintiff in a civil action filed under this section.

SECTION 5. IC 22-9.5-6-6 IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 6. (a) If the commission concludes at any time following the filing of a complaint that prompt judicial action is necessary to carry out the purposes of this article, the commission may file a civil action for appropriate temporary or preliminary relief pending final disposition of the complaint in a circuit or superior court that is located in the county in which the alleged discriminatory housing practice occurred.

(b) A temporary restraining order or other order granting preliminary or temporary relief under this section is governed by the Indiana Rules of Trial Procedure.

(c) The filing of a civil action under this section does not affect the initiation or continuation of administrative proceedings under section 14 of this chapter.

(d) The commission may not represent a private individual in an action filed under this section.

SECTION 6. IC 22-9.5-6-13, AS AMENDED BY P.L.11-2023, SECTION 77, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 13. (a) If a timely election is made under section 12 of this chapter, the ~~commission~~ **complainant** shall, not later than thirty (30) days after the election is made, file a civil action ~~on behalf of the aggrieved person~~ seeking relief under this section in a circuit or superior court that is located in the county in which the alleged discriminatory housing practice occurred.

(b) An aggrieved person may intervene in the action.

(c) If the court finds that a discriminatory housing practice has occurred or is about to occur, the court may grant as relief any relief that a court may grant in a civil action under IC 22-9.5-7.

(d) If monetary relief is sought for the benefit of an aggrieved person who does not intervene in the civil action, the court may not award the monetary relief if that aggrieved person has not complied with discovery orders entered by the court.

SECTION 7. IC 22-9.5-7-1 IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 1. (a) An aggrieved person may file a civil action in the circuit or superior court located in



1 the county in which the alleged discriminatory practice occurred not
 2 later than one (1) year after the occurrence of the termination of an
 3 alleged discriminatory housing practice or the breach of a conciliation
 4 agreement entered into under this article, whichever occurs last, to
 5 obtain appropriate relief with respect to the discriminatory housing
 6 practice or breach.

7 (b) The one (1) year period does not include any time during
 8 which an administrative hearing under this article is pending with
 9 respect to a complaint or finding of reasonable cause under this article
 10 based on the discriminatory housing practice. This subsection does not
 11 apply to actions arising from a breach of a conciliation agreement.

12 (c) An aggrieved person may file an action under this section
 13 whether or not a complaint has been filed under IC 22-9.5-6 and
 14 without regard to the status of any complaint filed under IC 22-9.5-6.

15 (d) If the commission has obtained a conciliation agreement with
 16 the consent of an aggrieved person, the aggrieved person may not file
 17 an action under this section with respect to the alleged discriminatory
 18 housing practice that forms the basis for the complaint except to
 19 enforce the terms of the agreement.

20 (e) An aggrieved person may not file an action under this section
 21 with respect to an alleged discriminatory housing practice that forms
 22 the basis of a finding of reasonable cause issued by the commission if
 23 the commission has begun a hearing on the record under this article
 24 with respect to the finding of reasonable cause.

25 **(f) The commission may not represent the aggrieved person in
 26 a civil action filed under this section.**

27 SECTION 8. IC 22-9.5-8.1-1 IS AMENDED TO READ AS
 28 FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 1. **(a)** The commission
 29 may file a civil action for appropriate relief if the commission has
 30 reasonable cause to believe that:

31 (1) a person is engaged in a pattern or practice of resistance to
 32 the full enjoyment of any right granted by this article; or
 33 (2) a person has been denied any right granted by this article and
 34 that denial raises an issue of general public importance.

35 An action under this section may be filed in a circuit or superior court
 36 located in the county in which the alleged pattern, practice, or denial
 37 occurred.

38 **(b) The commission may only represent the state in a civil
 39 action filed under this section.**

40 SECTION 9. IC 22-9.5-8.1-2 IS AMENDED TO READ AS
 41 FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 2. In an action filed
 42 under section 1 of this chapter, the court may do the following:



5 (2) Award other appropriate relief, including monetary damages;
6 reasonable attorney's fees and court costs.

7 (3) To vindicate the public interest, assess a civil penalty against
8 the respondent in an amount that does not exceed the following:

9 (A) Fifty thousand dollars (\$50,000) for a first violation.
10 (B) One hundred thousand dollars (\$100,000) for a second
11 or subsequent violation.

12 SECTION 10. IC 22-9.5-9-1 IS AMENDED TO READ AS
13 FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 1. **(a)** A court in a civil
14 action brought under this article or the commission in an administrative
15 hearing under IC 22-9.5-6-14 may award reasonable attorney's fees to
16 the prevailing party and assess court costs against the nonprevailing
17 party.

