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HOUSE BILL NO. 1063

AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by the Governor
on April 11, 2022)

(Patron Prior to Substitute—Delegate Shin)

A *BILL to amend and reenact §§ 2.2-2901.1, 2.2-3004, 2.2-3901, 15.2-853, 15.2-965, 15.2-1500.1, 15.2-1604, 22.1-295.2, 22.1-306, 36-96.1:1, and 55.1-1310 of the Code of Virginia, relating to public accommodations, employment, and housing; prohibited discrimination on the basis of religion; defines "religion."*

Be it enacted by the General Assembly of Virginia:

1. That §§ 2.2-2901.1, 2.2-3004, 2.2-3901, 15.2-853, 15.2-965, 15.2-1500.1, 15.2-1604, 22.1-295.2, 22.1-306, 36-96.1:1, and 55.1-1310 of the Code of Virginia are amended and reenacted as follows:

§ 2.2-2901.1. Employment discrimination prohibited.

A. As used in this section:

"Age" means being an individual who is at least 40 years of age.

"Military status" means status as (i) a member of the uniformed forces, as defined in 10 U.S.C. § 101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. § 10101, (ii) a veteran as defined in 38 U.S.C. § 101(2), or (iii) a dependent as defined in 50 U.S.C. § 3911(4) except that the support provided by the service member to the individual shall have been provided 180 days immediately preceding an alleged action that if proven true would constitute unlawful discrimination under this section instead of 180 days immediately preceding an application for relief under 50 U.S.C. Chapter 50.

"Religion" means all aspects of religious observance, practice, or belief.

B. No state agency, institution, board, bureau, commission, council, or instrumentality of the Commonwealth shall discriminate in employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, gender identity, or military status.

C. The provisions of this section shall not prohibit (i) discrimination in employment on the basis of (a) sex or age in those instances when sex or age is a bona fide occupational qualification for employment or (b) disability when using the alternative application process provided for in § 2.2-1213 or (ii) providing preference in employment to veterans.

§ 2.2-3004. Grievances qualifying for a grievance hearing; grievance hearing generally.

A. A grievance qualifying for a hearing shall involve a complaint or dispute by an employee relating to the following adverse employment actions in which the employee is personally involved, including (i) formal disciplinary actions, including suspensions, demotions, transfers and assignments, and dismissals resulting from formal discipline or unsatisfactory job performance; (ii) the application of all written personnel policies, procedures, rules and regulations where it can be shown that policy was misapplied or unfairly applied; (iii) discrimination on the basis of race, color, religion, political affiliation, age, disability, national origin, sex, pregnancy, childbirth or related medical conditions, marital status, sexual orientation, gender identity, or military status; (iv) arbitrary or capricious performance evaluations; (v) acts of retaliation as the result of the use of or participation in the grievance procedure or because the employee has complied with any law of the United States or of the Commonwealth, has reported any violation of such law to a governmental authority, has sought any change in law before the Congress of the United States or the General Assembly, or has reported an incidence of fraud, abuse, or gross mismanagement; and (vi) retaliation for exercising any right otherwise protected by law.

B. Management reserves the exclusive right to manage the affairs and operations of state government. Management shall exercise its powers with the highest degree of trust. In any employment matter that management precludes from proceeding to a grievance hearing, management's response, including any appropriate remedial actions, shall be prompt, complete, and fair.

C. Complaints relating solely to the following issues shall not proceed to a hearing: (i) establishment and revision of wages, salaries, position classifications, or general benefits; (ii) work activity accepted by the employee as a condition of employment or which may reasonably be expected to be a part of the job content; (iii) contents of ordinances, statutes or established personnel policies, procedures, and rules and regulations; (iv) methods, means, and personnel by which work activities are to be carried on; (v) termination, layoff, demotion, or suspension from duties because of lack of work, reduction in work force, or job abolition; (vi) hiring, promotion, transfer, assignment, and retention of employees within the agency; and (vii) relief of employees from duties of the agency in emergencies.

D. Except as provided in subsection A of § 2.2-3003, decisions regarding whether a grievance qualifies for a hearing shall be made in writing by the agency head or his designee within five workdays

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60 of the employee's request for a hearing. A copy of the decision shall be sent to the employee. The
61 employee may appeal the denial of a hearing by the agency head to the Director of the Department of
62 Human Resource Management (the Director). Upon receipt of an appeal, the agency shall transmit the
63 entire grievance record to the Department of Human Resource Management within five workdays. The
64 Director shall render a decision on whether the employee is entitled to a hearing upon the grievance
65 record and other probative evidence.

66 E. The hearing pursuant to § 2.2-3005 shall be held in the locality in which the employee is
67 employed or in any other locality agreed to by the employee, employer, and hearing officer. The
68 employee and the agency may be represented by legal counsel or a lay advocate, the provisions of
69 § 54.1-3904 notwithstanding. The employee and the agency may call witnesses to present testimony and
70 be cross-examined.

71 F. For the purposes of this section, "religion" means all aspects of religious observance, practice, or
72 belief.

73 **§ 2.2-3901. Definitions.**

74 A. The terms "because of sex or gender" or "on the basis of sex or gender" or terms of similar
75 import when used in reference to discrimination in the Code and acts of the General Assembly include
76 because of or on the basis of pregnancy, childbirth, or related medical conditions, including lactation.
77 Women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all
78 purposes as persons not so affected but similar in their abilities or disabilities.

79 B. The term "gender identity," when used in reference to discrimination in the Code and acts of the
80 General Assembly, means the gender-related identity, appearance, or other gender-related characteristics
81 of an individual, with or without regard to the individual's designated sex at birth.

82 C. The term "sexual orientation," when used in reference to discrimination in the Code and acts of
83 the General Assembly, means a person's actual or perceived heterosexuality, bisexuality, or
84 homosexuality.

85 D. The terms "because of race" or "on the basis of race" or terms of similar import when used in
86 reference to discrimination in the Code and acts of the General Assembly include because of or on the
87 basis of traits historically associated with race, including hair texture, hair type, and protective hairstyles
88 such as braids, locks, and twists.

89 E. As used in this chapter, unless the context requires a different meaning:

90 "Lactation" means a condition that may result in the feeding of a child directly from the breast or the
91 expressing of milk from the breast.

92 "Military status" means status as (i) a member of the uniformed forces, as defined in 10 U.S.C.
93 § 101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. § 10101, (ii) a
94 veteran as defined in 38 U.S.C. § 101(2), or (iii) a dependent as defined in 50 U.S.C. § 3911(4) except
95 that the support provided by the service member to the individual shall have been provided 180 days
96 immediately preceding an alleged action that if proven true would constitute unlawful discrimination
97 under this section instead of 180 days immediately preceding an application for relief under 50 U.S.C.
98 Chapter 50.

99 "Religion" means all aspects of religious observance, practice, or belief.

100 **§ 15.2-853. Commission on human rights; human rights ordinance.**

101 A. A county may enact an ordinance prohibiting discrimination in housing, real estate transactions,
102 employment, public accommodations, credit, and education on the basis of race, color, religion, sex,
103 pregnancy, childbirth or related medical conditions, national origin, military status, age, marital status,
104 sexual orientation, gender identity, or disability. The board may enact an ordinance establishing a local
105 commission on human rights that shall have the following powers and duties:

106 1. To promote policies to ensure that all persons be afforded equal opportunity;

107 2. To serve as an agency for receiving, investigating, holding hearings, processing, and assisting in
108 the voluntary resolution of complaints regarding discriminatory practices occurring within the county;

109 3. With the approval of the county attorney, to seek, through appropriate enforcement authorities,
110 prevention of or relief from a violation of any ordinance prohibiting discrimination; and

111 4. To exercise such other powers and duties as provided in this article. However, the commission
112 shall have no power itself to issue subpoenas, award damages, or grant injunctive relief.

113 B. For the purposes of this article, unless the context requires otherwise:

114 "Military status" means status as (i) a member of the uniformed forces, as defined in 10 U.S.C.
115 § 101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. § 10101, (ii) a
116 veteran as defined in 38 U.S.C. § 101(2), or (iii) a dependent as defined in 50 U.S.C. § 3911(4) except
117 that the support provided by the service member to the individual shall have been provided 180 days
118 immediately preceding an alleged action that if proven true would constitute unlawful discrimination
119 under this section instead of 180 days immediately preceding an application for relief under 50 U.S.C.
120 Chapter 50.

121 "Person" means one or more individuals, labor unions, partnerships, corporations, associations, legal

representatives, mutual companies, joint-stock companies, trusts, or unincorporated organizations.

"Religion" means all aspects of religious observance, practice, or belief.

§ 15.2-965. Human rights ordinances and commissions.

A. Any locality may enact an ordinance, not inconsistent with nor more stringent than any applicable state law, prohibiting discrimination in housing, employment, public accommodations, credit, and education on the basis of race, color, religion, sex, pregnancy, childbirth or related medical conditions, national origin, military status, age, marital status, sexual orientation, gender identity, or disability.

B. The locality may enact an ordinance establishing a local commission on human rights that shall have the powers and duties granted by the Virginia Human Rights Act (§ 2.2-3900 et seq.).

C. As used in this section:

"Gender identity" means the gender-related identity, appearance, or other gender-related characteristics of an individual, without regard to the individual's designated sex at birth.

"Military status" means status as (i) a member of the uniformed forces, as defined in 10 U.S.C. § 101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. § 10101, (ii) a veteran as defined in 38 U.S.C. § 101(2), or (iii) a dependent as defined in 50 U.S.C. § 3911(4) except that the support provided by the service member to the individual shall have been provided 180 days immediately preceding an alleged action that if proven true would constitute unlawful discrimination under this section instead of 180 days immediately preceding an application for relief under 50 U.S.C. Chapter 50.

"Religion" means all aspects of religious observance, practice, or belief.

"Sexual orientation" means a person's actual or perceived heterosexuality, bisexuality, or homosexuality.

§ 15.2-1500.1. Employment discrimination prohibited; sexual orientation or gender identity.

A. As used in this article, unless the context requires a different meaning:

"Age" means being an individual who is at least 40 years of age.

"Military status" means status as (i) a member of the uniformed forces, as defined in 10 U.S.C. § 101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. § 10101, (ii) a veteran as defined in 38 U.S.C. § 101(2), or (iii) a dependent as defined in 50 U.S.C. § 3911(4) except that the support provided by the service member to the individual shall have been provided 180 days immediately preceding an alleged action that if proven true would constitute unlawful discrimination under this section instead of 180 days immediately preceding an application for relief under 50 U.S.C. Chapter 50.

"Religion" means all aspects of religious observance, practice, or belief.

B. No department, office, board, commission, agency, or instrumentality of local government shall discriminate in employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, gender identity, or military status.

C. The provisions of this section shall not prohibit (i) discrimination in employment on the basis of sex or age in those instances when sex or age is a bona fide occupational qualification for employment or (ii) providing preference in employment to veterans.

§ 15.2-1604. Appointment of deputies and employment of employees; discriminatory practices by certain officers; civil penalty.

A. It shall be an unlawful employment practice for a constitutional officer:

1. To fail or refuse to appoint or hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of appointment or employment, because of such individual's race, color, religion, sex, age, marital status, pregnancy, childbirth or related medical conditions, sexual orientation, gender identity, national origin, or military status; or

2. To limit, segregate, or classify his appointees, employees, or applicants for appointment or employment in any way that would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of the individual's race, color, religion, sex, age, marital status, pregnancy, childbirth or related medical conditions, sexual orientation, gender identity, national origin, or military status.

B. Nothing in this section shall be construed to make it an unlawful employment practice for a constitutional officer to hire or appoint an individual on the basis of his sex or age in those instances where sex or age is a bona fide occupational qualification reasonably necessary to the normal operation of that particular office. The provisions of this section shall not apply to policy-making positions, confidential or personal staff positions, or undercover positions.

C. With regard to notices and advertisements:

1. Every constitutional officer shall, prior to hiring any employee, advertise such employment position in a newspaper having general circulation or a state or local government job placement service

183 in such constitutional officer's locality except where the vacancy is to be used (i) as a placement
184 opportunity for appointees or employees affected by layoff, (ii) as a transfer opportunity or demotion for
185 an incumbent, (iii) to fill positions that have been advertised within the past 120 days, (iv) to fill
186 positions to be filled by appointees or employees returning from leave with or without pay, (v) to fill
187 temporary positions, temporary employees being those employees hired to work on special projects that
188 have durations of three months or less, or (vi) to fill policy-making positions, confidential or personal
189 staff positions, or special, sensitive law-enforcement positions normally regarded as undercover work.

190 2. No constitutional officer shall print or publish or cause to be printed or published any notice or
191 advertisement relating to employment by such constitutional officer indicating any preference, limitation,
192 specification, or discrimination, based on sex or national origin, except that such notice or advertisement
193 may indicate a preference, limitation, specification, or discrimination based on sex or age when sex or
194 age is a bona fide occupational qualification for employment.

195 D. Complaints regarding violations of subsection A may be made to the Office of Civil Rights of the
196 Department of Law. The Office shall have the authority to exercise its powers as provided in Article 4
197 (§ 2.2-520 et seq.) of Chapter 5 of Title 2.2.

198 E. Any constitutional officer who willfully violates the provisions of subsection C shall be subject to
199 a civil penalty not to exceed \$2,000.

200 F. As used in this section:-

201 "~~military~~ Military status" means status as (i) a member of the uniformed forces, as defined in 10
202 U.S.C. § 101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. § 10101,
203 (ii) a veteran as defined in 38 U.S.C. § 101(2), or (iii) a dependent as defined in 50 U.S.C. § 3911(4)
204 except that the support provided by the service member to the individual shall have been provided 180
205 days immediately preceding an alleged action that if proven true would constitute unlawful
206 discrimination under this section instead of 180 days immediately preceding an application for relief
207 under 50 U.S.C. Chapter 50.

208 "*Religion*" means all aspects of religious observance, practice, or belief.

209 **§ 22.1-295.2. Employment discrimination prohibited.**

210 A. As used in this section:

211 "Age" means being an individual who is at least 40 years of age.

212 "Military status" means status as (i) a member of the uniformed forces, as defined in 10 U.S.C.
213 § 101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. § 10101, (ii) a
214 veteran as defined in 38 U.S.C. § 101(2), or (iii) a dependent as defined in 50 U.S.C. § 3911(4) except
215 that the support provided by the service member to the individual shall have been provided 180 days
216 immediately preceding an alleged action that if proven true would constitute unlawful discrimination
217 under this section instead of 180 days immediately preceding an application for relief under 50 U.S.C.
218 Chapter 50.

219 "*Religion*" means all aspects of religious observance, practice, or belief.

220 B. No school board or any agent or employee thereof shall discriminate in employment on the basis
221 of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age,
222 marital status, disability, sexual orientation, gender identity, or military status.

223 C. The provisions of this section shall not prohibit (i) discrimination in employment on the basis of
224 sex or age in those instances when sex or age is a bona fide occupational qualification for employment
225 or (ii) providing preference in employment to veterans.

226 **§ 22.1-306. Definitions.**

227 As used in this article, unless the context requires a different meaning :

228 "Business day" means any day that the relevant school board office is open.

229 "Day" means calendar days unless a different meaning is clearly expressed in this article. Whenever
230 the last day for performing an act required by this article falls on a Saturday, Sunday, or legal holiday,
231 the act may be performed on the next day that is not a Saturday, Sunday, or legal holiday.

232 "Dismissal" means the dismissal of any teacher during the term of such teacher's contract.

233 "Grievance" means a complaint or dispute by a teacher relating to his employment, including (i)
234 disciplinary action including dismissal; (ii) the application or interpretation of (a) personnel policies, (b)
235 procedures, (c) rules and regulations, (d) ordinances, and (e) statutes; (iii) acts of reprisal against a
236 teacher for filing or processing a grievance, participating as a witness in any step, meeting, or hearing
237 relating to a grievance, or serving as a member of a fact-finding panel; and (iv) complaints of
238 discrimination on the basis of race, color, creed, religion, political affiliation, disability, age, national
239 origin, sex, pregnancy, childbirth or related medical conditions, marital status, sexual orientation, gender
240 identity, or military status. Each school board shall have the exclusive right to manage the affairs and
241 operations of the school division. Accordingly, the term "grievance" shall not include a complaint or
242 dispute by a teacher relating to (a) establishment and revision of wages or salaries, position
243 classifications, or general benefits; (b) suspension of a teacher or nonrenewal of the contract of a teacher
244 who has not achieved continuing contract status; (c) the establishment or contents of ordinances, statutes,

or personnel policies, procedures, rules, and regulations; (d) failure to promote; (e) discharge, layoff, or suspension from duties because of decrease in enrollment, decrease in enrollment or abolition of a particular subject, or insufficient funding; (f) hiring, transfer, assignment, and retention of teachers within the school division; (g) suspension from duties in emergencies; (h) the methods, means, and personnel by which the school division's operations are to be carried on; or (i) coaching or extracurricular activity sponsorship.

While these management rights are reserved to the school board, failure to apply, where applicable, the rules, regulations, policies, or procedures as written or established by the school board is grievable.

"Military status" means status as (i) a member of the uniformed forces, as defined in 10 U.S.C. § 101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. § 10101, (ii) a veteran as defined in 38 U.S.C. § 101(2), or (iii) a dependent as defined in 50 U.S.C. § 3911(4) except that the support provided by the service member to the individual shall have been provided 180 days immediately preceding an alleged action that if proven true would constitute unlawful discrimination under this section instead of 180 days immediately preceding an application for relief under 50 U.S.C. Chapter 50.

"Religion" means all aspects of religious observance, practice, or belief.

§ 36-96.1:1. Definitions.

For the purposes of this chapter, unless the context requires a different meaning:

"Aggrieved person" means any person who (i) claims to have been injured by a discriminatory housing practice or (ii) believes that such person will be injured by a discriminatory housing practice that is about to occur.

"Assistance animal" means an animal that works, provides assistance, or performs tasks for the benefit of a person with a disability, or provides emotional support that alleviates one or more identified symptoms or effects of a person's disability. Assistance animals perform many disability-related functions, including guiding individuals who are blind or have low vision, alerting individuals who are deaf or hard of hearing to sounds, providing protection or rescue assistance, pulling a wheelchair, fetching items, alerting persons to impending seizures, or providing emotional support to persons with disabilities who have a disability-related need for such support. An assistance animal is not required to be individually trained or certified. While dogs are the most common type of assistance animal, other animals can also be assistance animals. An assistance animal is not a pet.

"Complainant" means a person, including the Fair Housing Board, who files a complaint under § 36-96.9.

"Conciliation" means the attempted resolution of issues raised by a complainant, or by the investigation of such complaint, through informal negotiations involving the aggrieved person, the respondent, their respective authorized representatives and the Fair Housing Board.

"Conciliation agreement" means a written agreement setting forth the resolution of the issues in conciliation.

"Disability" means, with respect to a person, (i) a physical or mental impairment that substantially limits one or more of such person's major life activities; (ii) a record of having such an impairment; or (iii) being regarded as having such an impairment. The term does not include current, illegal use of or addiction to a controlled substance as defined in Virginia or federal law. For the purposes of this chapter, the terms "disability" and "handicap" shall be interchangeable.

"Discriminatory housing practices" means an act that is unlawful under § 36-96.3, 36-96.4, 36-96.5, or 36-96.6.

"Dwelling" means any building, structure, or portion thereof that is occupied as, or designated or intended for occupancy as, a residence by one or more families, and any vacant land that is offered for sale or lease for the construction or location thereon of any such building, structure, or portion thereof.

"Elderliness" means an individual who has attained his fifty-fifth birthday.

"Familial status" means one or more individuals who have not attained the age of 18 years being domiciled with (i) a parent or other person having legal custody of such individual or individuals or (ii) the designee of such parent or other person having custody with the written permission of such parent or other person. The term "familial status" also includes any person who is pregnant or is in the process of securing legal custody of any individual who has not attained the age of 18 years. For purposes of this section, "in the process of securing legal custody" means having filed an appropriate petition to obtain legal custody of such minor in a court of competent jurisdiction.

"Family" includes a single individual, whether male or female.

"Lending institution" includes any bank, savings institution, credit union, insurance company or mortgage lender.

"Major life activities" includes any the following functions: caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.

"Military status" means status as (i) a member of the uniformed forces, as defined in 10 U.S.C.

§ 101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. § 10101, (ii) a veteran as defined in 38 U.S.C. § 101(2), or (iii) a dependent as defined in 50 U.S.C. § 3911(4) except that the support provided by the service member to the individual shall have been provided 180 days immediately preceding an alleged action that if proven true would constitute unlawful discrimination under this section instead of 180 days immediately preceding an application for relief under 50 U.S.C. Chapter 50.

"Person" means one or more individuals, whether male or female, corporations, partnerships, associations, labor organizations, fair housing organizations, civil rights organizations, organizations, governmental entities, legal representatives, mutual companies, joint stock companies, trusts, unincorporated organizations, trustees, trustees in bankruptcy, receivers and fiduciaries.

"Physical or mental impairment" includes any of the following: (i) any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological; musculoskeletal; special sense organs; respiratory, including speech organs; cardiovascular; reproductive; digestive; genito-urinary; hemic and lymphatic; skin; or endocrine or (ii) any mental or psychological disorder, such as an intellectual or developmental disability, organic brain syndrome, emotional or mental illness, or specific learning disability. "Physical or mental impairment" includes such diseases and conditions as orthopedic, visual, speech, and hearing impairments; cerebral palsy; autism; epilepsy; muscular dystrophy; multiple sclerosis; cancer; heart disease; diabetes; human immunodeficiency virus infection; intellectual and developmental disabilities; emotional illness; drug addiction other than addiction caused by current, illegal use of a controlled substance; and alcoholism.

"Religion" means all aspects of religious observance, practice, or belief.

"Respondent" means any person or other entity alleged to have violated the provisions of this chapter, as stated in a complaint filed under the provisions of this chapter and any other person joined pursuant to the provisions of § 36-96.9.

"Restrictive covenant" means any specification in any instrument affecting title to real property that purports to limit the use, occupancy, transfer, rental, or lease of any dwelling because of race, color, religion, national origin, sex, elderliness, familial status, sexual orientation, gender identity, military status, or disability.

"Source of funds" means any source that lawfully provides funds to or on behalf of a renter or buyer of housing, including any assistance, benefit, or subsidy program, whether such program is administered by a governmental or nongovernmental entity.

"To rent" means to lease, to sublease, to let, or otherwise to grant for consideration the right to occupy premises not owned by the occupant.

§ 55.1-1310. Sale or lease of manufactured home by manufactured home owner.

A. For purposes of this section,:

~~military~~ *Military status* means status as (i) a member of the uniformed forces, as defined in 10 U.S.C. § 101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. § 10101, (ii) a veteran as defined in 38 U.S.C. § 101(2), or (iii) a dependent as defined in 50 U.S.C. § 3911(4) except that the support provided by the service member to the individual shall have been provided 180 days immediately preceding an alleged action that if proven true would constitute unlawful discrimination under this section instead of 180 days immediately preceding an application for relief under 50 U.S.C. Chapter 50.

"Religion" means all aspects of religious observance, practice, or belief.

B. No landlord shall unreasonably refuse or restrict the sale or rental of a manufactured home located in his manufactured home park by a tenant. No landlord shall prohibit the manufactured home owner from placing a "for sale" sign on or in the owner's home except that the size, placement, and character of all signs are subject to the rules and regulations of the manufactured home park. Prior to selling or leasing the manufactured home, the tenant shall give notice to the landlord, including the name of the prospective vendee or lessee if the prospective vendee or lessee intends to occupy the manufactured home in that manufactured home park. The landlord shall have the burden of proving that his refusal or restriction regarding the sale or rental of a manufactured home was reasonable. The refusal or restriction of the sale or rental of a manufactured home exclusively or predominantly based on the age of the home shall be considered unreasonable. Any refusal or restriction based on race, color, religion, national origin, military status, familial status, marital status, elderliness, disability, sexual orientation, gender identity, sex, or pregnancy, childbirth or related medical conditions shall be conclusively presumed to be unreasonable.