AN ACT concerning employment law; relating to adverse employment actions; prohibiting an employer from taking such actions based upon an employee's vaccination status.

Be it enacted by the Legislature of the State of Kansas:

Section 1. (a) It is an unlawful employment practice to engage in any adverse employment action against a person because of such person's decision to either receive or not receive a particular vaccination.

(b) In an action against an employer for a violation of this section, the court may award to the plaintiff actual damages or $1,000, whichever is greater, for each violation.

(c) As used in this section:

1. "Adverse employment action" means an ultimate employment decision involving hiring, firing, compensation, benefits or the failure to promote or grant leave.

2. "Employer" means the same as in K.S.A. 44-1112, and amendments thereto.

3. "Person" means individual, partnership, association, organization, corporation, legal representative, trustee, trustee in bankruptcy or receiver.

Sec. 2. This act shall take effect and be in force from and after its publication in the Kansas register.