



## Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

### RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

It is unlawful for an employer to discriminate against an individual on the basis of race, color, religion, sex, or national origin in any of the following: hiring, firing, promotion, demotion, transfer, layoff, recall, reinstatement, or any other term, condition, or privilege of employment. This prohibition applies to all employers with one or more employees.

### DISABILITY

It is unlawful for an employer to discriminate against an individual on the basis of disability in any of the following: hiring, firing, promotion, demotion, transfer, layoff, recall, reinstatement, or any other term, condition, or privilege of employment. This prohibition applies to all employers with one or more employees.

### AGE

It is unlawful for an employer to discriminate against an individual on the basis of age in any of the following: hiring, firing, promotion, demotion, transfer, layoff, recall, reinstatement, or any other term, condition, or privilege of employment. This prohibition applies to all employers with one or more employees.

### SEX (PREGNANCY)

It is unlawful for an employer to discriminate against an individual on the basis of sex, including pregnancy, in any of the following: hiring, firing, promotion, demotion, transfer, layoff, recall, reinstatement, or any other term, condition, or privilege of employment. This prohibition applies to all employers with one or more employees.

### GENETICS

It is unlawful for an employer to discriminate against an individual on the basis of genetic information in any of the following: hiring, firing, promotion, demotion, transfer, layoff, recall, reinstatement, or any other term, condition, or privilege of employment. This prohibition applies to all employers with one or more employees.

### RETALIATION

It is unlawful for an employer to discriminate against an individual on the basis of retaliation in any of the following: hiring, firing, promotion, demotion, transfer, layoff, recall, reinstatement, or any other term, condition, or privilege of employment. This prohibition applies to all employers with one or more employees.

### WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

If you believe you have been discriminated against, you should first contact your employer to resolve the issue. If the issue is not resolved, you should contact the Department of Labor and Industrial Relations (DLIR) at 1-800-392-0000. You may also file a complaint with the Equal Employment Opportunity Commission (EEOC) at 1-800-649-3020. The EEOC has a website at [www.eeoc.gov](http://www.eeoc.gov).

