

CHRO

Employment

It is illegal for employers, employment agencies or labor organizations to discriminate based on a protected class. That means that factors listed below as protected classes cannot be used when making decisions or taking actions related to recruitment, hiring, referring, classifying, promoting, advertising, discharging, training, laying off, compensating or establishing other conditions or terms of employment.

Protected classes in employment are:

- Age
- Ancestry
- Color
- Criminal Record (in state employment & licensing only)
- Genetic Information
- Learning Disability
- Marital Status
- Mental Disorder
- Mental Retardation
- National Origin
- Physical Disability
- Race
- Religious Creed
- Sex, including pregnancy and sexual harassment
- Sexual Orientation

You may be a victim of illegal discrimination, if one or more of these factors was considered in an employment decision that adversely effected you. If you would like to [learn how to file a complaint](#), link here now. For more information on [the complaint process](#), link here.

To review CHRO's [Sexual Harassment Prevent Policy and Complaint Procedure](#) for sexual harassment complaints, link here. This will also lead you to the [State Regulations for Sexual Harassment Posting and Training](#) and [Sexual Harassment Poster](#).

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