

You only have **180 calendar days**, or about six months, from the date when the most recent workplace discrimination took place to file a complaint.

Discrimination and the Law

United States and Kentucky civil rights laws prohibit not only intentional discrimination, but also neutral job policies that disproportionately affect persons of a certain protected class *not* related to the job and/or the needs of the business. Employers should adopt “best practices” to reduce the likelihood of discrimination and to address impediments to equal employment opportunity.

In Jefferson County, it is unlawful to discriminate against any individual in regard to recruiting, work assignments, hiring and promotion, performance measurements, transfer, the work environment, job training, discipline and discharge, wages and benefits, or any other term, condition, or privilege of employment.

If the job where you were discriminated against involved performing work for an employer in **Jefferson County**, contact the **Metro Human Relations Commission** with the information on the back of this brochure.



LOUISVILLE METRO HUMAN RELATIONS COMMISSION

745 W. Main Street
Suite 251

Louisville, KY 40202
Monday through Friday 8AM-5PM.

502-574-3631 phone
502-574-3577 fax

hrc@louisvilleky.gov



EMPLOYMENT DISCRIMINATION

Your guide to reporting employment discrimination

LOUISVILLE METRO HUMAN RELATIONS COMMISSION



Save copies of all letters, advertisements or other information relevant to the alleged discrimination. Write down your experiences, including dates, significant conversations and incidents, and the names of the involved individuals. Note any possible witnesses who may need to be interviewed for your case.



Unlawful Actions

Age Discrimination

Age Discrimination is when an applicant or employee is treated less favorably because of their age. The Age Discrimination in Employment Act forbids age discrimination against people who are 40 years old or older.

Qualified Individual with a Disability

A qualified employee or applicant with a disability is someone who satisfies skill, experience, education, and other job-related requirements of the position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of that position. It is unlawful to discriminate against a person on the basis of disability in all employment practices.

National Origin

Discrimination is prohibited against an individual because of birthplace, ancestry, culture, or linguistic characteristics common to a specific ethnic group. Nation origin discrimination can also occur when an applicant or employee is married to/associated with a person of certain origin. Employers who impose citizenship requirements or give preferences to U.S. citizens in hiring or employment opportunities also may violate the law.

Race or Color

Equal employment opportunity cannot be denied any person because of his/her racial group or perceived racial group, his/her race-linked characteristics (hair texture, color, facial

features), or because of their marriage/ association with someone of a particular race or color. The law also prohibits employment decisions based on stereotypes and assumptions about abilities, traits, or the performance of individuals of certain racial groups.

Religion

Employers may not treat employees or applicants more or less favorably because of their religious beliefs or practices. An employer may not place more restrictions on religious expression than on other forms of expression that have a comparable effect on workplace efficiency unless doing so would impose an undue hardship on the employer.

Retaliation

The law protects individuals from coercion, intimidation, threat, harassment, or interference in their exercise of their own rights or their encouragement of someone else's exercise of rights granted by law.

Sex

Sex discrimination involves treating an applicant or employee unfavorably because of that person's sex, gender identity, including transgender status, or sexual orientation. Moreover, sexual harassment is a form of sex discrimination that violates the law. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile or offensive work environment.

Pregnancy

Employers must treat pregnancy, childbirth and related medical conditions in the same way as other temporary illnesses or conditions.

Equal Pay

Discrimination is prohibited on the basis of sex in the payment of wages or benefits, where men and women perform work of similar skill, effort, and responsibility for the same employer under similar working conditions.

Smoking or Non-Smoking Status

It is an unlawful under the Kentucky Civil Rights Act for an employer to fail or refuse to hire, or to discharge any individual, or otherwise discriminate against an individual with respect to compensation, terms, conditions or privileges of employment because the individual is a tobacco smoker or nonsmoker.

Further Assistance

Our office investigates complaints of unfair treatment based on **race, color, religion, national origin, sex, age, disability, sexual orientation, familial status, or gender identity** through enforcement of employment, public accommodation, housing, and bias-related crime laws.

If you believe that you've been discriminated against, or that you're the victim of a hate crime, you may complete our general form online.

We'll contact you as soon as we've received your form, or please feel free to call us at **(502) 574-3631** or visit our offices during our standard operating hours.

The Kentucky Civil Rights Act (KRS Chapter 344) defines DISCRIMINATION as any direct or indirect act or practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, or any other act or practice of differentiation or preference in the treatment of a person or persons, or the aiding, abetting, inciting, coercing, or compelling thereof made unlawful under this law.