Know Your Rights

Workplace Discrimination is Illegal

Who is Protected?
- Employees (current and former), including managers and temporary employees
- Job applicants

What Type of Employment Discrimination is Illegal?
Under the EEOC's laws, an employer may not discriminate against you based on one or more of the following:
- Race
- Color
- Religion
- National origin
- Sex (including pregnancy & related conditions, sexual orientation, or gender identity)
- Age (40 & older)
- Disability (mental & physical)
- Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
- Reprisal (prior EEO related activity)

What Employment Practices can be Challenged as Discriminatory?
All aspects of employment, including:
- Discharge, termination, or lay-off
- Harassment (including unwelcome verbal or physical conduct)
- Classification
- Referral
- Assignment
- Benefits
- Training
- Hiring or promotion
- Receiving unequal pay (wages or compensation)
- Obtaining or disclosing genetic information of employees
- Requesting or disclosing medical information of employees
- Discouraging someone from opposing discrimination
- Filing a charge, or participating in an investigation or proceeding
- Failing to provide a reasonable accommodation for a disability or religious belief, observance

If you feel you have been discriminated against, contact the EEO Office within 45 calendar days of the alleged act or action taken against you.

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For the latest updates visit
AMS Civil Rights Office:

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