

0060 SURVEYS 25

50 STATE STATUTORY SURVEYS: Employment: Private Employment

Unlawful Discrimination

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Almost every state has enacted legislation prohibiting private employers from discriminating against employees based on broad categories such as race, color, creed, religion, gender, national origin, disability and age. In some states, this umbrella statute is part of an act governing fair employment practices. In other states, it is part of a larger Human Rights Act or Civil Rights Act prohibiting discriminatory practices in employment, housing and other aspects of life.

In addition to these broad statutory provisions, many states also have enacted equal wages or equal pay statutes, generally prohibiting an employer from paying lower wages to female employees. A few states have broadened the application of the equal wage statute to other grounds besides gender (e.g., disability or age).

Some types of discrimination may be governed by more than one statute in any given state, as well as recourse available under federal law. Many states also have additional employment discrimination statutes prohibiting specific forms of discrimination which are too numerous to include in this table. Some of these include discrimination based on the following: smoking or tobacco use or non-use, non-work use of lawful products, AIDS, pregnancy, sickle cell trait, medical records, genetic testing or information, prior conviction or arrest information, volunteer activities, Sabbath or day of rest, retaliatory discrimination, use of family leave, mental illness, testifying or being a witness, military service, whistleblowing, or initiating a complaint.

This table concentrates on the statutes in each state providing the broadest protection in private employment, including statutes governing unfair employment practices, statutes governing discrimination based on race, color, creed, religion, gender, sexual orientation, national origin, disability and age, and equal pay laws. Some of the statutes listed below also apply to public employers or do not specify whether they apply to private or public employers. Separate definition statutes and application of law statutes are not included in this table but provide critical information such as the number of employees required in order for the law to apply to an employer.

Jurisdiction and Relevant Law	Protected Classes	Prohibited Conduct	Equal Wage or Equal Pay Provision	Exceptions
ALABAMA AL ST § 25-1-20 Definitions AL ST § 25-1-21 Discrimination against workers 40 years of age and over -- Prohibited AL ST § 25-1-22 Unlawful employment practices -- Generally	Workers 40 years of age and over AL ST § 25-1-21	Refusal to hire or fire an individual; discrimination with respect to compensation, terms or benefits of employment; limiting or classifying employees or applicants based on age AL ST § 25-1-22	None	None

Unlawful Discrimination, 0060 SURVEYS 25

<p>AL ST § 25-1-23 Unlawful employment practices -- Employment agency</p> <p>AL ST § 25-1-24 Unlawful employment practices -- Labor organization</p> <p>AL ST § 25-1-25 Unlawful employment practices -- Apprenticeship</p> <p>AL ST § 25-1-26 Unlawful employment practices -- Licensure, etc.</p> <p>AL ST § 25-1-27 Unlawful employment practices -- Advertisement</p> <p>AL ST § 25-1-28 Unlawful employment practices -- Opposition to employer</p> <p>AL ST § 25-1-29 Remedies</p>				
<p>ALASKA</p> <p>AK ST § 18.80.220 Unlawful employment practices; exception</p>	<p>Race, religion, color, or national origin; age, physical or mental disability, sex, marital status, changes in marital status, pregnancy, or parenthood when reasonable demands of job do not require distinction</p> <p>AK ST § 18.80.220</p>	<p>Refuse or bar from employment; discriminate in terms of compensation or in a term, condition or privilege of employment</p> <p>AK ST § 18.80.220</p>	<p>No discrimination in payment of wages as between the sexes</p> <p>AK ST § 18.80.220</p>	<p>None</p>
<p>ARIZONA</p> <p>AZ ST § 23-340 Definitions</p>	<p>Race, color, religion, sex, age, national origin, or disability</p> <p>AZ ST § 41-1463</p>	<p>Refuse to hire; to discharge; to discriminate with respect to compensation,</p>	<p>None</p>	<p>Exemption for nonresident aliens and religious institutions</p> <p>AZ ST § 41-1462</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>AZ ST § 23-341 Equal wage rates; variations; penalties; enforcement</p> <p>AZ ST § 41-1405 Reasonable accommodation or reasonable modification not required under certain conditions</p> <p>AZ ST § 41-1462 Exemption; nonresident aliens, religious institutions</p> <p>AZ ST § 41-1463 Discrimination; unlawful practices; definition</p> <p>AZ ST § 41-1464 Other unlawful employment practices; opposition to unlawful practices; filing of charges; participation in proceedings; notices and advertisements for employment</p> <p>AZ ST § 41-1465 Age discrimination; affected individuals</p> <p>AZ ST § 41-1468 Interpretation of disability and substantially limits; definitions</p>		<p>terms, conditions or privileges; to limit, segregate, or classify employees</p> <p>AZ ST § 41-1463</p>		<p>Bona fide occupational qualification</p> <p>AZ ST § 41-1463</p>
<p>ARKANSAS</p> <p>AR ST § 11-4-601 Sex discrimination</p> <p>AR ST § 11-4-610 Additional sex discrimination</p> <p>AR ST § 16-123-103 Exemptions</p>	<p>Race, religion, national origin, gender, or the presence of any sensory, mental, or physical disability</p> <p>AR ST § 16-123-107</p>	<p>No discrimination in obtaining or holding employment</p> <p>AR ST § 16-123-107</p>	<p>No discrimination in matter of wages or compensation solely on the basis of sex</p> <p>AR ST § 11-4-601</p>	<p>Civil rights provisions are not applicable to religious entities; not discrimination to refuse to accommodate employee's religious observance or practice if accommodation causes undue hardship on business; actions based on legitimate,</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>AR ST § 16-123-107 Right to freedom from discrimination-- Action for injunction-- Damages--Limitation of action</p>				<p>nondiscriminatory factors are permitted</p> <p>AR ST § 16-123-103</p>
<p>CALIFORNIA</p> <p>CA GOVT § 12920 Public policy; discrimination in employment rights and opportunities and housing; purpose; police power</p> <p>CA GOVT § 12921 Civil rights; employment and housing without discrimination</p> <p>CA GOVT § 12940 Employers, labor organizations, employment agencies and other persons; unlawful employment practice; exceptions</p> <p>CA GOVT § 12941 Age discrimination; use of salary as method of differentiating between employees</p> <p>CA GOVT § 12945 Pregnancy; childbirth or related medical condition; actions constituting unlawful employment practice</p> <p>CA GOVT § 12947.5 Prohibition on wearing of pants based on sex; unlawful employment practice; exemptions</p> <p>CA GOVT § 12948 Denial of civil rights as unlawful practice</p>	<p>Race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation or military and veteran status</p> <p>CA GOVT § 12921</p> <p>CA GOVT § 12940</p>	<p>To refuse to hire; to refuse to select for a training program; to bar or discharge; to discriminate against in compensation or terms, conditions or privileges; to harass</p> <p>CA GOVT § 12940</p>	<p>No discrimination in payment of wages based upon gender for substantially similar work</p> <p>CA LABOR § 1197.5</p>	<p>Bona fide occupational qualification or based on applicable security regulations established by the U.S. or State of California</p> <p>CA GOVT § 12940</p> <p>Wage differentials allowed based on a seniority system, a merit system, a system measuring quantity or quality of production, or other bona fide factor other than sex</p> <p>CA LABOR § 1197.5</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>CA LABOR § 1197.5 Equal wage rates for all employees; variations; enforcement</p>				
<p>COLORADO</p> <p>CO ST § 8-5-102 Wage discrimination prohibited</p> <p>CO ST § 24-34-402 Discriminatory or unfair employment practices</p> <p>C.R.S.A § 8-3-108. What are unfair labor practices</p>	<p>Disability, race, creed, color, sex, sexual orientation, religion, age, national origin, or ancestry</p> <p>CO ST § 24-34-402</p>	<p>To refuse to hire; to discharge; to promote or demote; to harass during employment; to discriminate in matters of compensation, terms, conditions, or privileges of employment</p> <p>CO ST § 24-34-402</p>	<p>No discrimination in amount of wages or salary paid solely on account of sex</p> <p>CO ST § 8-5-102</p>	<p>Not unlawful where there is no reasonable accommodation that employer can make with regard to disability, disability disqualifies, and disability has significant impact on job</p> <p>CO ST § 24-34-402</p>
<p>CONNECTICUT</p> <p>C.G.S.A. P.A. 15-56, § 1 Requirements for protecting interns from workplace harassment and discrimination [Tentative name line supplied by publisher]</p> <p>CT ST § 31-75 Discrimination in compensation on the basis of sex. Prohibited practices. Employer demonstration</p> <p>CT ST § 31-76 Discrimination in compensation on the basis of sex. Enforcement by commissioner. Civil action. When discrimination in compensation occurs. Limitation of action</p> <p>CT ST § 46a-60 Discriminatory employment practices prohibited</p>	<p>Race, color, religious creed, age, sex, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability or physical disability, including blindness; sexual orientation</p> <p>CT ST § 46a-60</p> <p>CT ST § 46a-81c</p>	<p>To refuse to hire or employ; to bar or discharge; to discriminate against in compensation or in terms, conditions, or privileges of employment</p> <p>CT ST § 46a-60</p>	<p>No employer shall discriminate in amount of compensation paid based on sex</p> <p>CT ST § 31-75</p>	<p>Cases of bona fide occupational qualification or need</p> <p>CT ST § 46a-60</p> <p>Certain provisions prohibiting discrimination on basis of gender identity of expression do not apply to religious organizations</p> <p>CT ST § 46a-81aa</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>CT ST § 46a-62 Statutes re discrimination in compensation on the basis of sex not affected</p> <p>CT ST § 46a-81c Sexual orientation discrimination: Employment</p> <p>CT ST § 46a-81aa Gender identity or expression discrimination: Religious organizations</p>				
<p>DELAWARE</p> <p>DE ST TI 19 § 711 Unlawful employment practices; employer practices</p> <p>DE ST TI 19 § 723 Reasonable accommodation duties</p> <p>DE ST TI 19 § 724 Unlawful employment practices</p> <p>DE ST TI 19 § 725 Affirmative defenses</p> <p>DE ST TI 19 § 1107A Differential rate of pay based on gender prohibited</p>	<p>Race, marital status, genetic information, color, age, religion, sex (including pregnancy), sexual orientation, gender identity, or national origin</p> <p>DE ST TI 19 § 711</p> <p>Persons with disabilities</p> <p>DE ST TI 19 § 724</p>	<p>To fail or refuse to hire; to discharge; to discriminate against in compensation, terms, conditions, or privileges of employment; to limit, segregate or classify in way that deprives individual of employment opportunities or otherwise adversely affects status as employee; to discriminate in admission to apprenticeship or training</p> <p>DE ST TI 19 § 711</p> <p>To fail or refuse to hire, recruit or promote; to discharge; to limit, segregate or classify in way that deprives individual of employment opportunities or otherwise adversely affects status as employee</p> <p>DE ST TI 19 § 724</p>	<p>No discrimination in payment of wages for equal work based upon sex</p> <p>DE ST TI 19 § 1107A</p>	<p>Bona fide occupation qualification; bona fide seniority or merit system</p> <p>DE ST TI 19 § 711</p> <p>Despite reasonable accommodation, person with disability cannot satisfactorily perform essential functions of job; employment of person with disability creates health and safety risks; undue hardship to employer</p> <p>DE ST TI 19 § 725</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>DISTRICT OF COLUMBIA</p> <p>DC CODE § 2-1402.11 Prohibitions</p> <p>DC CODE § 2-1402.12 Exception</p> <p>DC CODE § 7-1005 Discrimination in employment prohibited</p>	<p>Race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, genetic information, disability, matriculation, or political affiliation</p> <p>DC CODE § 2-1402.11</p>	<p>To fail or refuse to hire; to discharge; to discriminate against with regard to compensation, terms, conditions, or privileges</p> <p>DC CODE § 2-1402.11</p>	<p>None</p>	<p>Conditions of bona fide seniority system or a bona fide employee benefit system allowed</p> <p>DC CODE § 2-1402.12</p>
<p>FLORIDA</p> <p>FL ST § 448.07 Wage rate discrimination based on sex prohibited</p> <p>FL ST § 760.10 Unlawful employment practices</p>	<p>Individuals with disabilities; race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status</p> <p>FL ST § 760.10</p>	<p>None</p>	<p>No discrimination on basis of sex in payment of wages for equal work</p> <p>FL ST § 448.07</p>	<p>None</p>
<p>GEORGIA</p> <p>GA ST § 34-1-2 Unjust discrimination because of age prohibited</p> <p>GA ST § 34-5-3 Prohibition of discrimination</p> <p>GA ST § 34-6A-3 Permitted conduct</p> <p>GA ST § 34-6A-4 Discrimination against individuals with disabilities prohibited</p>	<p>Individuals between the ages of 40 and 70 years; individuals with disabilities</p> <p>GA ST § 34-1-2</p> <p>GA ST § 34-6A-4</p>	<p>To refuse to hire, employ or license; to bar or discharge from employment; to fail or refuse to hire; to discharge or discriminate against in wages, rates of pay, hours, or other terms and conditions because of disability</p> <p>GA ST § 34-1-2</p> <p>GA ST § 34-6A-4</p>	<p>No discrimination on basis of sex in payment of wages for equal work</p> <p>GA ST § 35-5-3</p>	<p>When disability restricts an individual's ability to engage in a particular job</p> <p>GA ST § 34-6A-4</p>
<p>HAWAII</p> <p>HI ST § 378-2 Discriminatory practices made unlawful; offenses defined</p> <p>HI ST § 378-2.3 Equal pay; sex discrimination</p>	<p>Unlawful to discriminate on the basis of race, sex including gender identity or expression, sexual orientation, age, religion, color, ancestry, disability, marital status, arrest and court record,</p>	<p>To refuse to hire or employ; to bar or discharge; to discriminate against in compensation, terms, conditions or privileges of employment</p> <p>HI ST § 378-2</p>	<p>No discrimination in payment of wages for equal work based upon sex, race, or religion</p> <p>HI ST § 378-2.3</p> <p>HI ST § 387-4</p>	<p>Bona fide occupational qualifications; operation of terms or conditions of a bona fide retirement, pension, employee benefit, or insurance plan; to allow a religious organization to give preference</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>HI ST § 378-3 Exceptions</p> <p>HI ST § 387-4 Wage discrimination prohibited</p>	<p>reproductive health decision, or domestic or sexual violence victim status if the domestic or sexual violence victim provides notice to the victim's employer of such status or the employer has actual knowledge of such status</p> <p>HI ST § 378-2</p>			<p>to individuals of the same religion or denomination or make a selection calculated to promote its religious principles; if disability requires employer to execute unreasonable structural changes or expensive equipment alterations to accommodate</p> <p>HI ST § 378-3</p>
<p>IDAHO</p> <p>ID ST § 18-7301 Freedom from discrimination constitutes a civil right</p> <p>ID ST § 18-7303 Denial of right to work or accommodations a misdemeanor</p> <p>ID ST § 44-1702 Discriminatory payment of wages based upon sex prohibited</p> <p>ID ST § 67-5909 Acts prohibited</p> <p>ID ST § 67-5910 Limitations</p>	<p>Race, creed, color, sex, or national origin</p> <p>ID ST § 18-7303</p> <p>ID ST § 67-5909</p>	<p>Denial of the right to work by refusing to hire, discharging, barring from employment, discriminating in compensation or other terms is a misdemeanor</p> <p>ID ST § 18-7303</p>	<p>No discrimination in payment of wages on the basis of sex for comparable work</p> <p>ID ST § 44-1702</p>	<p>Bona fide occupational qualification</p> <p>ID ST § 18-7303</p> <p>Bona fide occupational qualification; to observe a bona fide seniority system or employee benefit plan such as a retirement, pension, or insurance plan; for a religious educational institution or organization to limit employment or give preference to members of the same religion; if employment of person with disability poses a direct threat to the health or safety of the person with a disability or others</p> <p>ID ST § 67-5910</p>
<p>ILLINOIS</p> <p>IL ST CH 775 § 5/1-102 Declaration of Policy</p> <p>IL ST CH 775 § 5/1-103 General Definitions</p>	<p>Race, color, religion, national origin, ancestry, age, sex, marital status, order of protection status, disability, military status, sexual orientation, pregnancy or unfavorable discharge from military service; pregnancy,</p>	<p>To refuse to hire; to segregate; to discriminate in recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure, or terms, privileges or conditions</p>	<p>No employer shall discriminate between employees on the basis of sex or mental or physical handicap</p> <p>IL ST CH 820 § 105/4</p> <p>IL ST CH 820 § 110/1</p> <p>IL ST CH 820 § 112/10</p>	<p>Bona fide occupational qualifications; to give preference to veterans and their relatives; to apply different standards of compensation, or different terms, conditions or privileges of employment</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>IL ST CH 775 § 5/2-102 Civil Rights Violations—Employment</p> <p>IL ST CH 775 § 5/2-104 Exemptions</p> <p>IL ST CH 820 § 105/4 Establishment of minimum wage; sex discrimination; allowance for gratuities</p> <p>IL ST CH 820 § 105/5 Wages for individuals whose capacity is impaired by age or physical or mental deficiency</p> <p>IL ST CH 820 § 110/1 Wage discrimination; penalty</p> <p>IL ST CH 820 § 112/10 Prohibited acts</p> <p>IL ST CH 820 § 125/15 Offenses</p>	<p>childbirth or related medical conditions</p> <p>IL ST CH 775 § 5/1-103</p> <p>IL ST CH 775 § 5/2-102</p>	<p>IL ST CH 775 § 5/2-102</p>	<p>Employer may not pay less than minimum wage to individuals whose earning capacity is impaired by age, or physical or mental deficiency or injury if individual maintains a production level within limits required of other employees</p> <p>IL ST CH 820 § 105/5</p>	<p>pursuant to a merit or retirement system</p> <p>IL ST CH 775 § 5/2-104</p> <p>Variations in pay based on differences in seniority, experience, training, ability or differences in duties allowable.</p> <p>IL ST CH 820 § 110/1</p> <p>Variations in pay to persons of the opposite sex based on seniority system, merit system; or a system that measures earnings by quantity or quality of production; or other lawful factor</p> <p>IL ST CH 820 § 112/10</p>
<p>INDIANA</p> <p>IN ST 22-2-2-4 Rates; discrimination</p> <p>IN ST 22-9-1-2 Public policy; construction of chapter</p> <p>IN ST 22-9-2-2 Unfair employment practice; dismissal from employment</p> <p>IN ST 22-9-5-19 Prohibition against discrimination</p> <p>IN ST 22-9-5-21 Qualification standards, tests, or criteria; defense to discrimination charges;</p>	<p>Race, religion, color, sex, disability, national origin or ancestry</p> <p>IN ST 22-9-1-2</p> <p>Age of individuals between 40 years and 75 years</p> <p>IN ST 22-9-2-2</p> <p>Individuals with disabilities</p> <p>IN ST 22-9-5-19</p>	<p>To dismiss or to refuse to employ or rehire a person solely because of age; discrimination against qualified individual with disability, based solely on disability, in job application procedure, hiring advancement or discharge of employees, compensation, training, other terms conditions, and privileges</p> <p>IN ST 22-9-2-2</p> <p>IN ST 22-9-5-19</p>	<p>No discrimination in wages for equal work on basis of sex</p> <p>IN ST 22-2-2-4</p>	<p>Differentiation in pay allowable under seniority system, merit system, system in which earnings measured by quantity or quality, or any other factor other than sex</p> <p>IN ST 22-2-2-4</p> <p>Religious organizations may give preference to individuals of a particular religion and may require that all applicants and employees conform to the religious tenets of the organization</p> <p>IN ST 22-9-5-22</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>direct threat to health and safety</p> <p>IN ST 22-9-5-22</p> <p>Employment preference; religious organizations; educational institutions; conformity to religious tenants</p>				
<p>IOWA</p> <p>IA ST § 216.6 Unfair employment practices</p> <p>IA ST § 216.6A Additional unfair or discriminatory practice--wage discrimination in employment</p> <p>IA ST § 729.4 Fair employment practices</p>	<p>Age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability</p> <p>IA ST § 216.6</p> <p>Race, religion, color, sex, national origin or ancestry</p> <p>IA ST § 729.4</p>	<p>To refuse to hire, accept, register, classify, or refer for employment; to discharge or otherwise discriminate</p> <p>IA ST § 216.6</p>	<p>No discrimination in payment of wages based on age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability</p> <p>IA ST § 216.6A</p>	<p>Discrimination on basis of age allowable if the person is under 18 years of age</p> <p>IA ST § 216.6</p> <p>Individual must be qualified to perform work required</p> <p>IA ST § 729.4</p>
<p>KANSAS</p> <p>KS ST 44-1009 Unlawful employment practices; unlawful discriminatory practices</p> <p>KS ST 44-1113 Unlawful employment practices based on age</p> <p>KS ST 44-1118 Construction of act; applicability of act, exclusions</p> <p>KS ST 44-1205 Same; discrimination in payment of wages within establishment between sexes prohibited; exceptions</p>	<p>Race, religion, color, sex, disability, national origin or ancestry; age</p> <p>KS ST 44-1009</p> <p>KS ST 44-1113</p>	<p>To refuse to hire or employ; to bar or discharge or to otherwise discriminate in compensation or terms, conditions, privileges of employment</p> <p>KS ST 44-1009</p> <p>KS ST 44-1113</p>	<p>No discrimination in payment of wages based upon sex</p> <p>KS ST 44-1205</p>	<p>Where age is bona fide occupational qualification; compulsory retirement for executives and higher positions at 65 years with certain retirement benefits</p> <p>KS ST 44-1113</p> <p>KS ST 44-1118</p> <p>Differentiation allowable in wage payment under seniority systems and merit systems</p> <p>KS ST 44-1205</p>
<p>KENTUCKY</p>	<p>Race, color, religion, national origin, sex,</p>	<p>To fail or refuse to hire; to discharge or</p>	<p>No discrimination in payment of wages</p>	<p>Bona fide occupational qualification</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>KY ST § 207.150 Prohibited employment practices; exceptions</p> <p>KY ST § 207.170 Prohibited discriminatory acts by employer or others</p> <p>KY ST § 337.423 Discrimination prohibited</p> <p>KY ST § 344.040 Unlawful discrimination by employers; difference in health plan contribution rates for smokers and nonsmokers and benefits for smoking cessation program participants excepted</p> <p>KY ST § 344.045 Employment practices prohibited</p> <p>KY ST § 344.090 Religion or national origin, employment discrimination not unlawful in certain cases</p> <p>KY ST § 344.100 Discrimination in wages or conditions not unlawful when made on basis other than race, color, religion, national origin, sex, or age forty and over, or because person is a qualified individual with a disability</p> <p>KY ST § 344.110 Preference because of imbalance in employment not required</p>	<p>age 40 and over, qualified individual with disability, status as smoker or nonsmoker; individual with a disability</p> <p>KY ST § 344.040</p> <p>KY ST § 207.150</p> <p>KY ST § 207.170</p>	<p>otherwise discriminate in compensation, terms, conditions, or privileges</p> <p>KY ST § 344.040</p> <p>To fail or refuse to hire, discharge, or discriminate against with respect to wages, rates of pay, hours, or other terms and conditions of employment; limit, segregate, or classify in any way which would deprive employment opportunities or otherwise affect employee status</p> <p>KY ST § 207.150</p>	<p>between employees on basis of sex</p> <p>KY ST § 337.423</p>	<p>KY ST § 344.090</p> <p>Where a disability restricts an individual's ability to engage in the particular job; differentiation in wage payment allowable under seniority or merit increase systems</p> <p>KY ST § 207.150</p> <p>KY ST § 337.423</p>
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Unlawful Discrimination, 0060 SURVEYS 25

<p>LOUISIANA</p> <p>LA R.S. 23:312 Prohibition of age discrimination; exceptions</p> <p>LA R.S. 23:323 Discrimination</p> <p>LA R.S. 23:324 Defenses</p> <p>LA R.S. 23:332 Intentional discrimination in employment</p> <p>LA R.S. 23:342 Unlawful practice by employers prohibited; pregnancy, childbirth, or related medical condition; benefits and leaves of absence; transfer of position</p> <p>LA R.S. 23:664 Prohibited acts</p>	<p>Race, color, religion, sex, or national origin; age; disability; pregnancy</p> <p>LA R.S. 23:332</p> <p>LA R.S. 23:312</p> <p>LA R.S. 23:323</p> <p>LA R.S. 23:342</p>	<p>To fail or refuse to hire; to discharge; to discriminate in compensation or terms, conditions or privileges of employment; to fail to hire, promote, or reasonably accommodate an otherwise qualified person with a disability</p> <p>LA R.S. 23:332</p> <p>LA R.S. 23:312</p> <p>LA R.S. 23:323</p>	<p>No discrimination on the basis of sex by paying wages to an employee at a rate less than that paid to another employee of a different sex for the same or substantially similar work on jobs in which the employee's performance requires equal skill, effort, education, and responsibility and that are performed under similar working conditions including time worked in the position</p> <p>LA R.S. 23:664</p>	<p>Bona fide occupational qualification reasonably necessary for normal operation</p> <p>LA R.S. 23:332</p> <p>LA R.S. 23:312</p> <p>Different wage rates allowed if made pursuant to a seniority system; a merit system; a system that measures earnings by quantity or quality of production; a differential based on a bona fide factor other than sex, including but not limited to education, training, or experience</p> <p>LA R.S. 23:664</p>
<p>MAINE</p> <p>ME ST T. 5 § 4571 Right to freedom from discrimination in employment</p> <p>ME ST T. 5 § 4572 Unlawful employment discrimination, preempted by Carmichael v. Verso Paper, LLC679 F.Supp.2d 109, 115+, (D.Me. Jan 05, 2010), (NO. CV-08-402-B-W)</p> <p>ME ST T. 5 § 4572-A Unlawful employment discrimination on the basis of sex</p>	<p>Race, color, sex, sexual orientation, physical or mental disability, religion, age, ancestry or national origin; pregnancy</p> <p>ME ST T. 5 § 4571</p> <p>ME ST T. 5 § 4572-A</p>	<p>To fail or refuse to hire; to discharge or discriminate with respect to hire, tenure, promotion, transfer, compensation, terms, conditions, or privileges; to require or permit as a condition of employment to retire at a specified age or after a specified number of years</p> <p>ME ST T. 5 § 4572</p> <p>ME ST T. 5 § 4573</p>	<p>No discrimination in payment of wages for comparable work on basis of sex</p> <p>ME ST T. 26 § 628</p>	<p>Age discrimination permitted to comply with laws governing employment of minors or to observe terms of bona fide employee benefit plan</p> <p>ME ST T. 5 § 4573</p> <p>Discharging or refusing to hire an individual with physical or mental disability allowed to prevent endangering the health or safety of the individual or others or if person is unable to be at, remain at or go to or from the place of employment; religious organization may give preference to individuals of its</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>ME ST T. 5 § 4573 Not unlawful employment discrimination</p> <p>ME ST T. 5 § 4573-A Defenses</p> <p>ME ST T. 5 § 4574 Mandatory retirement age prohibited</p> <p>ME ST T. 26 § 628 Equal pay</p>				<p>same religion and may require that all applicants and employees conform to its religious tenets</p> <p>ME ST T. 5 § 4573-A</p> <p>Differentiation in wage payment according to seniority systems or merit systems</p> <p>ME ST T. 26 § 628</p>
<p>MARYLAND</p> <p>MD STATE GOVT § 20-605 Exceptions</p> <p>MD STATE GOVT § 20-606 Unlawful employment practices</p> <p>MD STATE GOVT § 20-607 Unlawful employment practices</p> <p>MD STATE GOVT § 20-608 Immunity</p> <p>MD STATE GOVT § 20-609 Disabilities due to pregnancy or childbirth</p> <p>MD STATE GOVT § 20-610 Protection for interns from certain discriminatory practices</p> <p>MD LABOR & EMPLOY § 3-304 Equality in payment for work</p>	<p>Race, color, religion, sex, age, national origin, marital status, sexual orientation, gender identity, genetic information, disability or refusal to submit to genetic testing</p> <p>MD STATE GOVT § 20-606</p>	<p>To fail or refuse to hire; to discharge; to discriminate against in compensation, terms, conditions, or privileges of employment; to limit, segregate or classify employees or applicants in way that deprives of employment opportunities or adversely affects individual's status as employee; to request or require genetic tests or genetic information as a condition of hiring or determining benefits; to fail or refuse to make reasonable accommodation for disability</p> <p>MD STATE GOVT § 20-606</p>	<p>No wage discrimination between employees on the basis of sex where both employees perform work of comparable character</p> <p>MD LABOR & EMPLOY § 3-304</p>	<p>Variation in wage permitted through seniority systems and merit systems</p> <p>MD LABOR & EMPLOY § 3-304</p> <p>Bona fide occupational qualification; employer may establish and require adherence to reasonable workplace appearance, grooming and dress standards directly related to the nature of employment; educational institution owned, supported, controlled or managed by a particular religion or curriculum directed toward propagation of a particular religion may hire based on religion; bona fide seniority system or benefit plan that is not a subterfuge to evade law</p> <p>MD STATE GOVT § 20-605</p>
<p>MASSACHUSETTS</p> <p>MA ST 149 § 24A Dismissal or refusal to employ; penalty</p>	<p>Race, color, religious creed, national origin, sex, gender identity, sexual orientation,</p>	<p>To refuse to hire or employ; to bar or discharge; to discriminate against in compensation,</p>	<p>No discrimination in payment of wages as between the sexes for work of comparable character on</p>	<p>Bona fide occupational qualification</p> <p>MA ST 151B § 4</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>MA ST 149 § 105A Discrimination forbidden; damages; actions in general; assignment of claim; limitations</p> <p>MA ST 149 § 105A Discrimination in payment of wages on basis of sex of employee prohibited; damages; actions in general; assignment of claim; limitations [effective July 1, 2018]</p> <p>MA ST 151B § 3A Employers' policies against sexual harassment; preparation of model policy; education and training programs</p> <p>MA ST 151B § 4 Unlawful practices</p>	<p>genetic information, or ancestry; age</p> <p>MA ST 151B § 4</p> <p>MA ST 149 § 24A</p>	<p>terms, conditions, or privileges</p> <p>MA ST 151B § 4</p> <p>MA ST 149 § 24A</p>	<p>comparable operations [amendments effective July 1, 2018]</p> <p>MA ST 149 § 105A</p>	<p>Differences in pay not prohibited when based on a seniority system</p> <p>MA ST 149 § 105A</p>
<p>MICHIGAN</p> <p>MI ST 37.1202 Employers, prohibited practices</p> <p>MI ST 37.2102 Civil rights; actions based on sexual harassment, familial status discrimination</p> <p>MI ST 37.2202 Employer; prohibited acts</p> <p>MI ST 37.2208 Exemption for bona fide occupational qualification</p> <p>MI ST 37.2211 Seniority or merit systems</p>	<p>Individual with disability, genetic information; religion, race, color, national origin, age, sex, height, weight, familial status or marital status</p> <p>MI ST 37.1202</p> <p>MI ST 37.2102</p>	<p>Fail or refuse to hire, recruit or promote where disability unrelated to ability to perform duties; discharge or discriminate against in compensation, terms, conditions, and privileges</p> <p>MI ST 37.1202</p> <p>Fail or refuse to hire or recruit, discharge or discriminate against; limit, segregate or classify in way that deprives employee or applicant of employment opportunity or adversely affects employee's or applicant's status</p>	<p>No discrimination on basis of sex by paying wages at a rate less than the rate given to employees of opposite sex for equal work</p> <p>MI ST 408.423</p>	<p>Bona fide retirement policy or system</p> <p>MI ST 37.2202</p> <p>Bona fide occupational qualification</p> <p>MI ST 37.2208</p> <p>Different standards of compensation or terms, conditions or privileges of employment based on a bona fide seniority or merit system</p> <p>MI ST 37.2211</p> <p>Payment of wages at a rate less than rate given to employees of opposite sex allowed under a seniority system, merit system,</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>MI ST 408.423 Discrimination on basis of sex; prohibition; exceptions; violations</p> <p>MI ST 750.556 Discrimination between sexes in payment of wages</p>		<p>MI ST 37.2202</p>		<p>or a system measuring earnings by quantity or quality of production, or a differential based on a factor other than sex</p> <p>MI ST 408.423</p>
<p>MINNESOTA</p> <p>MN ST § 181.67 Wage discrimination based on sex; protection of employees involved in proceeding</p> <p>MN ST § 181.81 Dismissal for age; prohibition; exceptions; remedies</p> <p>MN ST § 363A.08 Unfair discriminatory practices relating to employment or unfair employment practice</p> <p>MN ST § 363A.26 Exemption based on religious association</p>	<p>Age (less than 70 years); race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, familial status, membership or activity in a local commission, disability, sexual orientation or age</p> <p>MN ST § 181.81</p> <p>MN ST § 363A.08</p>	<p>To refuse to hire or to maintain a system of employment that unreasonably excludes; to discharge an employee; to discriminate against a person in hiring, tenure, compensation, terms, upgrading, conditions, facilities, or privileges</p> <p>MN ST § 363A.08</p>	<p>No discrimination in payment of wages between employees on basis of sex for equal work</p> <p>MN ST § 181.67</p>	<p>Differentiation in payment of wages is lawful when made pursuant to seniority systems and merit systems and not based on sex; bona fide occupation qualifications</p> <p>MN ST § 181.67</p> <p>Religious organizations not prohibited from taking employment action in matters relating to sexual orientation</p> <p>MN ST § 363A.26</p>
<p>MISSISSIPPI</p> <p>MS ST § 43-6-15 Employment discrimination</p>	<p>Blindness, visual handicap, deafness, other physical handicap</p> <p>MS ST § 43-6-15</p>	<p>To refuse employment</p> <p>MS ST § 43-6-15</p>	<p>None</p>	<p>No discrimination when disability materially affects the performance of work required by job</p> <p>MS ST § 43-6-15</p>
<p>MISSOURI</p> <p>MO ST 213.055 Unlawful employment practices</p> <p>MO ST 290.410 Employer not to pay female lower wage</p>	<p>Race, color, religion, national origin, sex, ancestry, age, or disability</p> <p>MO ST 213.055</p>	<p>To fail or refuse to hire; to discharge or to discriminate against with respect to compensation, terms, conditions, or privileges of employment</p> <p>MO ST 213.055</p>	<p>No discrimination in payment of wages as between the sexes for work of the same classification</p> <p>MO ST 290.410</p>	<p>No prohibition on variation of rates of pay between males and females based on difference in seniority, length of service, ability, or skill</p> <p>MO ST 290.410</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>MONTANA</p> <p>MT ST 39-3-104 Equal pay for women for equivalent service</p> <p>MT ST 49-2-303 Discrimination in employment</p> <p>MT ST 49-2-403 Specific limits on justification</p> <p>MT ST 49-4-101 Discrimination prohibited</p>	<p>Race, creed, religion, color, or national origin; age, physical or mental disability, marital status, or sex</p> <p>MT ST 49-2-303</p> <p>MT ST 49-4-101</p>	<p>To refuse employment; to bar from employment; to discriminate against in compensation or in a term, condition, or privilege of employment</p> <p>MT ST 49-2-303</p>	<p>Unlawful for employer to employ women in any occupation for compensation less than that paid to men for the same amount of work</p> <p>MT ST 39-3-104</p>	<p>Allowed if legally demonstrable purpose of correcting a previous discriminatory practice</p> <p>MT ST 49-2-403</p> <p>No discrimination where the nature of the disability reasonably precludes the performance of the particular employment or where the employment may subject the person with a disability or other employees to physical harm</p> <p>MT ST 49-4-101</p>
<p>NEBRASKA</p> <p>NE ST § 48-1003 Limitation on prohibitions; practices not prevented or precluded</p> <p>NE ST § 48-1004 Unlawful employment practices; enumerated</p> <p>NE ST § 48-1103 Exceptions to act</p> <p>NE ST § 48-1104 Unlawful employment practice for an employer</p> <p>NE ST § 48-1107.01 Unlawful employment practice for covered entity</p> <p>NE ST § 48-1107.02 Qualified individual with a disability; discrimination, defined</p> <p>NE ST § 48-1111 Different standards</p>	<p>Race, color, religion, sex, disability, marital status, or national origin; age (40 years or older)</p> <p>NE ST § 48-1003</p> <p>NE ST § 48-1004</p> <p>NE ST § 48-1104</p>	<p>To fail or refuse to hire; to discharge; to harass; to discriminate against with respect to compensation, terms, conditions, or privileges of employment</p> <p>NE ST § 48-1104</p>	<p>No discrimination on basis of sex in payment of wages for equal work</p> <p>NE ST § 48-1221</p>	<p>Religious organizations employing individuals of a particular religion to perform work; employment of relatives; employment in domestic service</p> <p>NE ST § 48-1103</p> <p>Applying different standards of compensation, or different terms, conditions, or privileges of employment based on a bona fide seniority or merit system or system measuring earnings by quantity or quality of production or to employees who work in different locations, is lawful</p> <p>NE ST § 48-1111</p> <p>Wage differentials are permitted when pursuant to seniority or merit increase systems</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>of compensation, conditions, or privileges of employment; lawful employment practices; effect of pregnancy and related medical conditions</p> <p>NE ST § 48-1221 Prohibited acts</p>				<p>NE ST § 48-1221</p>
<p>NEVADA</p> <p>NV ST 608.017 Discrimination on basis of sex prohibited; exceptions</p> <p>NV ST 613.320 Applicability</p> <p>NV ST 613.330 Unlawful employment practices: Discrimination on basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability or national origin; interference with aid or appliance for disability; refusal to permit service animal at place of employment</p> <p>NV ST 613.350 Lawful employment practices</p> <p>NV ST 613.380 Consideration of seniority, quantity or quality of production and other tests of ability permitted</p>	<p>Race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, or national origin</p> <p>NV ST 613.330</p>	<p>To fail or refuse to hire; to discharge or discriminate against in compensation, terms, conditions, or privileges of employment; to limit in a way which would deprive employee of employment opportunities or adversely affect employee status</p> <p>NV ST 613.330</p>	<p>No discrimination on the basis of sex in the payment of wages for equal work</p> <p>NV ST 608.017</p>	<p>Bona fide occupational qualifications; bona fide seniority or merit system</p> <p>NV ST 613.350</p> <p>NV ST 613.380</p>
<p>NEW HAMPSHIRE</p> <p>NH ST § 275:37 Equal Pay</p>	<p>Age, sex, race, creed, color, marital status, physical or mental disability, national origin or sexual orientation</p>	<p>To refuse to hire or employ; to bar or discharge or to discriminate against in compensation, terms, conditions,</p>	<p>No employer or person seeking employees shall discriminate between employees on the basis of sex by paying employees</p>	<p>No prohibition against variation in rates of pay if based on a seniority system; a merit or performance-based system; a system which</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>NH ST § 354-A:6 Opportunity for Employment Without Discrimination a Civil Right</p> <p>NH ST § 354-A:7 Unlawful Discriminatory Practices</p> <p>NH ST § 354-A:18 Exemption for Religious Organizations</p>	<p>NH ST § 354-A:7</p>	<p>or privileges of employment; harassment on the basis of sex</p> <p>NH ST § 354-A:7</p>	<p>of one sex at a rate less than the rate paid to employees of the other sex for equal work that requires equal skill, effort, and responsibility, performed under similar working conditions</p> <p>NH ST § 275:37</p>	<p>measures earnings by quantity or quality of production; expertise;</p> <p>shift differentials; or a demonstrable factor other than sex, such as education, training, or experience.</p> <p>NH ST § 275:37</p> <p>NH ST § 354-A:7</p> <p>Religious organizations permitted to give preference to persons of the same religion or denomination and make selections in order to promote its religious principles</p> <p>NH ST § 354-A:18</p>
<p>NEW JERSEY</p> <p>NJ ST 10:5-4 Obtaining employment, accommodations and privileges without discrimination; declaration of civil right</p> <p>NJ ST 10:5-4.1 Presently or previously handicapped person; application of act</p> <p>NJ ST 10:5-12 Unlawful employment practice or unlawful discrimination</p> <p>NJ ST 10:5-29.1 Handicapped, blind or deaf persons; unlawful employment practice</p> <p>NJ ST 34:11-56.2 Discrimination in pay based on sex prohibited</p>	<p>Race, creed, color, national origin, ancestry, age, marital status, civil union status, domestic partnership status, sexual orientation, genetic information, pregnancy, sex, gender identity or expression, or disability</p> <p>NJ ST 10:5-12</p>	<p>To refuse to hire or employ; to bar or discharge or require to retire or to discriminate against in compensation, terms, conditions, or privileges of employment</p> <p>NJ ST 10:5-12</p>	<p>No discrimination in rate or method of wage payment on basis of employee's sex</p> <p>NJ ST 34:11-56.2</p>	<p>None</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>NEW MEXICO</p> <p>NM ST § 28-1-7 Unlawful discriminatory practice</p> <p>NM ST § 28-1-9 Exemptions</p> <p>NM ST § 28-23-3 Prohibition on paying employees less for same work</p>	<p>Race, age, religion, color, national origin, ancestry, sex, physical or mental handicap or serious medical condition, spousal affiliation</p> <p>NM ST § 28-1-7</p>	<p>To refuse to hire, to discharge, to promote or demote, or to discriminate in matters of compensation, terms, conditions, or privileges of employment</p> <p>NM ST § 28-1-7</p>	<p>No discrimination in payment of wages on basis of sex for equal work</p> <p>NM ST § 28-23-3</p>	<p>Bona fide occupational qualification; religious institutions or organizations</p> <p>NM ST § 28-1-7</p> <p>NM ST § 28-1-9</p> <p>Wage differences based on sex allowed if made pursuant to a seniority system, merit system or earnings system based on quantity or quality of production</p> <p>NM ST § 28-23-3</p>
<p>NEW YORK</p> <p>NY CIV RTS § 47-a Employment of persons with a disability</p> <p>NY EXEC § 291 Equality of opportunity a civil right</p> <p>NY EXEC § 296 Unlawful discriminatory practices</p> <p>NY EXEC § 296-c Unlawful discriminatory practices relating to interns</p> <p>NY LABOR § 194 Differential in rate of pay because of sex prohibited</p>	<p>Disability; age, race, creed, color, national origin, sexual orientation, military status, sex, disability, predisposing genetic characteristics, familial status, marital status, or domestic violence victim status</p> <p>NY CIV RTS § 47-a</p> <p>NY EXEC § 296</p>	<p>To refuse to hire or employ; to bar or discharge from employment or to discriminate against in compensation or in terms, conditions, or privileges of employment</p> <p>NY EXEC § 296</p>	<p>No discrimination in payment of wages on basis of sex where there is equal work</p> <p>NY LABOR § 194</p>	<p>It is lawful to deny employment to a person with a disability if it can be shown that the disability would prevent the person from performing the particular job</p> <p>NY CIV RTS § 47-a</p> <p>Wage rate differential allowed if based on a seniority system, a merit system, a system measuring earnings by quantity or quality of production or a bona fide factor other than sex</p> <p>NY LABOR § 194</p>
<p>NORTH CAROLINA</p> <p>NC ST § 75B-2 Discrimination in business prohibited</p> <p>NC ST § 95-151 Discrimination</p>	<p>Sex, race, ethnic origin, or religious affiliation; person with a disability</p> <p>NC ST § 95-151</p> <p>NC ST § 168A-5</p>	<p>No discrimination in any work, procedure, or employment; to fail to hire; to discharge or discriminate against in compensation or the terms, conditions,</p>	<p>None</p>	<p>To inquire whether person with a disability has the ability to perform the duties of the job</p> <p>NC ST § 168A-5</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>NC ST § 143-422.2 Legislative declaration</p> <p>NC ST § 143-422.3 Investigations; conciliations</p> <p>NC ST § 168A-4 Reasonable accommodation duties</p> <p>NC ST § 168A-5 Discrimination in employment; exemptions</p> <p>NC ST § 168A-9 Affirmative defenses</p>		<p>or privileges of employment</p> <p>NC ST § 95-151</p> <p>NC ST § 168A-5</p>		
<p>NORTH DAKOTA</p> <p>ND ST 14-02.4-03 Employer's discriminatory practices</p> <p>ND ST 14-02.4-08 Qualification based on religion, sex, national origin, physical or mental disability, or marital status</p> <p>ND ST 14-02.4-09 Seniority, merit, or other measuring systems and ability tests not discriminatory</p> <p>ND ST 14-02.4-10 Employment of individual-- Exceptions--Physical examination-- Investigation of medical history</p> <p>ND ST 34-01-17 Unlawful to discriminate because of age - Penalty</p>	<p>Race, color, religion, sex, national origin, age, physical or mental disability, status with respect to marriage or public assistance</p> <p>ND ST 14-02.4-03</p>	<p>To fail or refuse to hire, to discharge, to accord unequal treatment with respect to compensation or a term, privilege, or condition of employment; to fail or refuse to make reasonable accommodations for an otherwise qualified individual with a physical or mental disability, because that individual is pregnant or because of an individual's religion</p> <p>ND ST 14-02.4-03</p>	<p>An employer may not discriminate in the payment of wages between employees on the basis of gender where there is comparable work</p> <p>ND ST 34-06.1-03</p>	<p>Bona fide occupational qualification</p> <p>ND ST 14-02.4-08</p> <p>Bona fide seniority or merit system; a system which measures earnings by quantity or quality of production; to persons who work in different locations</p> <p>ND ST 14-02.4-09</p> <p>Employment of relatives or in domestic service positions</p> <p>ND ST 14-02.4-10</p> <p>When reasonable demands of position require an age distinction</p> <p>ND ST 34-01-17</p> <p>Wage differentials allowed if paid pursuant to established seniority systems, systems measuring earnings by quantity or</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>ND ST 34-06.1-03</p> <p>Prohibition of discrimination</p>				<p>quality of production, merit systems, or a bona fide factor other than gender</p> <p>ND ST 34-06.1-03</p>
<p>OHIO</p> <p>OH ST § 4111.17</p> <p>Wage discrimination; exceptions; enforcement</p> <p>OH ST § 4111.99</p> <p>Penalties</p> <p>OH ST § 4112.02</p> <p>Unlawful discriminatory practices</p> <p>OH ST § 4112.14</p> <p>Discrimination because of age by employers; civil action</p>	<p>Race, color, religion, sex, military status, national origin, disability, age, or ancestry; applicants or employees age 40 and older</p> <p>OH ST § 4112.02</p> <p>OH ST § 4112.14</p>	<p>To discharge without just cause, to refuse to hire, or to discriminate against that person with respect to hire, tenure, terms, conditions, or privileges of employment</p> <p>OH ST § 4112.02</p>	<p>No employer shall discriminate in the payment of wages on the basis of race, color, religion, sex, age, national origin, or ancestry for equal work</p> <p>OH ST § 4111.17</p>	<p>Wage differentiation not prohibited when made pursuant to a seniority systems or merit systems</p> <p>OH ST § 4111.17</p> <p>Not prohibited with respect to employment of an individual with a particular religion to perform work connected with a religious organization</p> <p>OH ST § 4112.02</p>
<p>OKLAHOMA</p> <p>OK ST T. 25 § 1302</p> <p>Discriminatory practices--Employers</p> <p>OK ST T. 25 § 1306</p> <p>Other discriminatory practices</p> <p>OK ST T. 25 § 1307</p> <p>Exemptions</p> <p>OK ST T. 25 § 1308</p> <p>Exceptions</p> <p>OK ST T. 25 § 1309</p> <p>Seniority and merit systems--Compulsory retirement</p> <p>OK ST T. 25 § 1310</p> <p>Imbalance</p> <p>OK ST T. 40 § 198.1</p> <p>Payment of</p>	<p>Race, color, religion, sex, national origin, age, genetic information or disability</p> <p>OK ST T. 25 § 1302</p>	<p>To fail or refuse to hire; to discharge; to discriminate against in compensation, terms, conditions, or privileges of employment</p> <p>OK ST T. 25 § 1302</p>	<p>No discrimination in payment of wages based on sex where there is comparable work</p> <p>OK ST T. 40 § 198.1</p>	<p>Not prohibited if accommodation for disability would impose an undue hardship on operation of the business</p> <p>OK ST T. 25 § 1302</p> <p>Bona fide occupational qualification; payment differentials permitted when made pursuant to seniority or merit systems</p> <p>OK ST T. 25 § 1308</p> <p>OK ST T. 40 § 198.1</p> <p>Employment of individuals by religious organizations to perform work related to its religious activities</p>

Unlawful Discrimination, 0060 SURVEYS 25

discriminatory wages based on employee's sex prohibited				<p>OK ST T. 25 § 1307</p> <p>Bona fide seniority or merit system, or a system which measures earnings by quantity or quality of production or to employees working in different locations; compulsory retirement of specified bona fide executive or high policymaker age 65 or older entitled to immediate retirement benefit</p> <p>OK ST T. 25 § 1309</p>
<p>OREGON</p> <p>OR ST § 652.220 Discriminatory wage rates based on sex; employer discrimination against employee-complainant</p> <p>OR ST § 659A.006 Policy against discrimination; recognition as a civil right; exceptions</p> <p>OR ST § 659A.009 Policy against age discrimination in employment</p> <p>OR ST § 659A.030 Discrimination due to race, religion, color, sex, national origin, marital status or age</p> <p>OR ST § 659A.033 Oregon Workplace Religious Freedom Act</p> <p>OR ST § 659A.112 Employment discrimination against disabled persons</p>	<p>Race, color, religion, sex, sexual orientation, national origin, marital status or age; disability</p> <p>OR ST § 659A.030</p> <p>OR ST § 659A.112</p>	<p>To refuse to hire, employ or promote; to bar or discharge</p> <p>OR ST § 659A.030</p> <p>OR ST § 659A.112</p> <p>To refuse to allow use of leave to engage in religious observance or practices, the reasonable accommodation of which does not pose undue hardship to business; to restrict employee's ability to wear religious clothing in accordance with employee's sincerely held religious beliefs or take time off for religious purpose and reasonable accommodation does not pose undue hardship to business and the activities have only a temporary or tangential impact on employee's ability to perform essential functions of job</p>	<p>No discrimination between the sexes in payment of wages for comparable work</p> <p>OR ST § 652.220</p>	<p>Bona fide church or religious institutional may make certain preferences based on religious beliefs; bona fide occupational qualification; payment difference permitted when made pursuant to seniority or merit system</p> <p>OR ST § 659A.030</p> <p>OR ST § 652.220</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>OR ST § 659A.115 Job qualifications; essential functions</p> <p>OR ST § 659A.118 Reasonable accommodations</p> <p>OR ST § 659A.130 Conditions not considered impairments</p> <p>OR ST § 659A.133 Job applicants; medical examinations and inquiries</p> <p>OR ST § 659A.136 Employees; medical examinations and inquiries</p> <p>OR ST § 659A.350 Interns; employment relationship</p> <p>OR ST 659.850. Scope of prohibition; rules authorized</p> <p>OR ST § 659A.870 Remedies (Text of section operative Jan. 1, 2019 until Oct. 1, 2021)</p> <p>OR ST § 659A.870 Remedies (Text of section operative starting Oct. 1, 2021)</p>		<p>OR ST § 659A.033</p>		
<p>PENNSYLVANIA</p> <p>PA ST 43 P.S. § 336.3 Wage rates</p> <p>PA ST 43 P.S. § 955 Unlawful Discriminatory Practices</p>	<p>Race, color, religious creed, ancestry, age, sex, national origin, or non-job related handicap or disability, or the use of a guide or support animal because of blindness, deafness, or physical handicap</p> <p>43 PA ST § 955</p>	<p>To refuse to hire or employ or contract with; to bar or to discharge from employment or to discriminate against in compensation, hire, tenure, terms, conditions, or privileges of employment</p> <p>43 PA ST § 955</p>	<p>No discrimination in payment of wages based on sex where there is equal work</p> <p>43 PA ST § 336.3</p>	<p>Bona fide occupational qualification</p> <p>43 PA ST § 955</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>RHODE ISLAND</p> <p>RI ST § 28-5-7 Unlawful employment practices</p> <p>RI ST § 28-6-18 Wage differentials based on sex prohibited</p> <p>RI ST § 28-6-20 Civil liability of employer for sex differential—Actions</p> <p>RI ST § 28-6-21 Penalty for violations</p> <p>RI ST § 42-87-2 Discrimination prohibited</p> <p>RI ST § 42-87-3 Discriminatory acts</p>	<p>Race or color, religion, sex, sexual orientation, gender identity or expression, disability, age, or country of ancestral origin</p> <p>RI ST § 28-5-7</p>	<p>To refuse to hire; to discharge or to discriminate against with respect to hire, tenure, compensation, terms, conditions, or privileges of employment</p> <p>RI ST § 28-5-7</p> <p>RI ST § 42-87-3</p>	<p>No discrimination in the payment of wages as between the sexes for equal work</p> <p>RI ST § 28-6-18</p>	<p>Wage differentials are not prohibited when based upon seniority, experience, training, skill, or ability</p> <p>RI ST § 28-6-18</p>
<p>SOUTH CAROLINA</p> <p>SC ST § 1-13-80 Unlawful employment practices; exceptions</p>	<p>Race, religion, color, sex, age, national origin, or disability</p> <p>SC ST § 1-13-80</p>	<p>To fail or refuse to hire, bar, discharge from employment or otherwise discriminate against with respect to compensation or terms, conditions, or privileges of employment</p> <p>SC ST § 1-13-80</p>	<p>None</p>	<p>Bona fide occupational qualification; bona fide seniority system</p> <p>SC ST § 1-13-80</p> <p>Private employers may give preference to veterans</p> <p>SC ST § 1-13-80</p>
<p>SOUTH DAKOTA</p> <p>SD ST § 20-13-10 Employer's unfair or discriminatory practices</p> <p>SD ST § 20-13-10.1 Blind or partially blind person--Employment discrimination restricted--Civil penalty</p>	<p>Race, color, creed, religion, sex, ancestry, disability, national origin</p> <p>SD ST § 20-13-10</p>	<p>To fail or refuse to hire, to discharge, or to accord adverse or unequal treatment to any person or employee with respect to compensation or any term or condition of employment</p> <p>SD ST § 20-13-10</p>	<p>No discrimination between employees on the basis of sex in the payment of wages for comparable work</p> <p>SD ST § 60-12-15</p>	<p>None</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>SD ST § 60-12-15 Equal pay for equal work--Discrimination because of sex prohibited</p>				
<p>TENNESSEE</p> <p>TN ST § 50-2-202 Wage differentials</p> <p>TN ST § 4-21-401 Employers</p> <p>TN ST § 4-21-405 Religious organizations</p> <p>TN ST § 4-21-406 Bona fide occupational qualifications; affirmative action</p> <p>TN ST § 4-21-407 Age discrimination</p>	<p>Race, creed, color, religion, sex, age, or national origin</p> <p>TN ST § 4-21-401</p>	<p>To fail or refuse to hire or discharge or to discriminate against with respect to compensation, terms, conditions, or privileges of employment</p> <p>TN ST § 4-21-401</p>	<p>No discrimination between employees on the basis of sex in payment of wages for comparable work</p> <p>TN ST § 50-2-202</p>	<p>Where age, religion or sex is bona fide occupational qualification</p> <p>TN ST § 4-21-406</p> <p>TN ST § 4-21-407</p>
<p>TEXAS</p> <p>TX CIV ST. Art. 5196 Discrimination</p> <p>TX HEALTH & S § 592.015 Employment</p> <p>TX HUM RES § 121.010 Testing Adults with Disabilities</p> <p>TX LABOR § 21.051 Discrimination by Employer</p> <p>TX LABOR § 21.056 Aiding or Abetting Discrimination</p> <p>TX LABOR § 21.058 Prevention of Compliance</p> <p>TX LABOR § 21.101 Age Discrimination Limited to Individuals of Certain Age</p>	<p>Race, color, disability, religion, sex, national origin, or age</p> <p>TX LABOR § 21.051</p>	<p>To fail or refuse to hire, to discharge, or discriminate in any other manner against an individual in compensation or the terms, conditions, or privileges of employment</p> <p>TX LABOR § 21.051</p> <p>To fail or refuse to make a reasonable workplace accommodation to employee or applicant's known physical or mental limitation that does not impose an undue hardship on the operation of the business</p> <p>TX LABOR § 21.128</p>	<p>None</p>	<p>Age discrimination protection limited to individuals over 40 years of age</p> <p>TX LABOR § 21.101</p> <p>If different standards of compensation or different terms, conditions, or privileges or employment are under a bona fide seniority system, merit system or employee benefit plan or a system that measures earnings by quantity or quality of production</p> <p>TX LABOR § 21.102</p> <p>Compulsory retirement of an employee at least 65 years old, employed in a bona fide executive or high policy-making</p>

Unlawful Discrimination, 0060 SURVEYS 25

TX LABOR § 21.102 Bona Fide Employee Benefit Plan; Production Measurement System				position for last 2 years and entitled to retirement benefit as specified
TX LABOR § 21.103 Compulsory Retirement Permitted for Certain Employees				TX LABOR § 21.103
TX LABOR § 21.105 Discrimination Based on Disability				Different standards of compensation or different terms, conditions or privileges of employment applicable to employees working in different locations
TX LABOR § 21.106 Sex Discrimination				TX LABOR § 21.112
TX LABOR § 21.108 Discrimination Based on Religion				Practice is not intentionally in contravention of chapter and is justified by business necessity
TX LABOR § 21.109 Employment by Religious Organization				TX LABOR § 21.115
TX LABOR § 21.110 Discrimination Based on National Origin				Employment of family member
TX LABOR § 21.111 Person Employed Out of State				TX LABOR § 21.117
TX LABOR § 21.112 Employees at Different Locations				Bona fide occupational qualification
TX LABOR § 21.115 Business Necessity				TX LABOR § 21.119
TX LABOR § 21.117 Employment of Family Member				Reasonable accommodation to person with a disability not required where employer can show undue hardship
TX LABOR § 21.119 Bona Fide Occupational Qualification				TX LABOR § 21.128
TX LABOR § 21.125 Clarifying Prohibition Against Impermissible Consideration of Race,				

Unlawful Discrimination, 0060 SURVEYS 25

<p>Color, Sex, National Origin, Religion, Age, or Disability in Employment Practices</p> <p>TX LABOR § 21.127 Expansion of Rights to Challenge Discriminatory Seniority Systems</p> <p>TX LABOR § 21.128 Reasonable Accommodation; Good Faith Effort</p>				
<p>UTAH</p> <p>UT CONST Art.16, § 8 Minimum wage for women and minors-- Comfort and safety laws</p> <p>UT ST § 34A-5-106 Discriminatory or prohibited employment practices--Permitted practices</p>	<p>Race, color, sex, pregnancy, childbirth, or pregnancy-related condition, age, if individual is 40 years of age or older, religion, national origin, disability, sexual orientation or gender identity</p> <p>UT ST § 34A-5-106</p>	<p>To refuse to hire, to promote, discharge, demote, or terminate any person or to retaliate against, harass, or discriminate in matters of compensation or in terms, privileges and conditions of employment</p> <p>UT ST § 34A-5-106</p>	<p>None</p>	<p>Bona fide occupational qualification</p> <p>UT ST § 34A-5-106</p>
<p>VERMONT</p> <p>VT ST T. 21 § 495 Unlawful employment practice</p> <p>VT ST T. 21 § 495f Exemptions</p> <p>VT ST T. 21 § 1621 Unfair labor practices</p>	<p>Race, color, religion, ancestry, national origin, sex, sexual orientation, gender identity, place of birth, or age, or physical or mental condition; disability</p> <p>VT ST T. 21 § 495</p>	<p>To discriminate against individuals</p> <p>VT ST T. 21 § 495</p>	<p>No discrimination between employees on the basis of sex in payment of wages for equal work</p> <p>VT ST T. 21 § 495</p>	<p>An employer may pay different wage rates based on a seniority system; a merit system; a system in which earnings are based on quantity or quality of production; a bona fide factor other than sex</p> <p>VT ST T. 21 § 495</p> <p>Bona fide seniority system or employee benefit plan is not unlawful discrimination on basis of age or disability</p> <p>VT ST T. 21 § 495f</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>VIRGINIA</p> <p>VA ST § 2.2-3901 Unlawful discriminatory practice and gender discrimination defined</p> <p>VA ST § 40.1-28.6 Equal pay irrespective of sex</p> <p>VA ST § 51.5-41 Discrimination against otherwise qualified persons with disabilities by employers prohibited</p>	<p>Race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, or disability</p> <p>VA ST § 2.2-3901</p> <p>VA ST § 51.5-41</p>	<p>No employer shall discriminate in employment or promotion practices against an otherwise qualified person with a disability solely because of such disability</p> <p>VA ST § 51.5-41</p>	<p>No discrimination between employees on the basis of sex in payment of wages for equal work</p> <p>VA ST § 40.1-28.6</p>	<p>No prohibition on refusing to hire or promote, from disciplining, transferring, or discharging an employee who, because of disability, is unable to adequately perform duties or who cannot perform duties in a safe manner</p> <p>VA ST § 51.5-41</p>
<p>WASHINGTON</p> <p>WA ST 49.12.175 Wage discrimination due to sex prohibited--Penalty--Civil recovery</p> <p>WA ST 49.12.185 Exemptions from chapter</p> <p>WA ST 49.12.200 Women may pursue any calling open to men</p> <p>WA ST 49.12.360 Parental leave--Discrimination prohibited</p> <p>WA ST 49.44.010 Blacklisting--Penalty</p> <p>WA ST 49.44.090 Unfair practices in employment because of age of employee or applicant—Exceptions</p> <p>WA ST 49.60.030 Freedom from discrimination--Declaration of civil rights</p>	<p>Age, race, creed, color, national origin, sex, marital status, honorably discharged veteran or military status, sexual orientation, or the presence of any sensory, mental or physical disability or the use of a trained dog guide or service animal by a person with a disability</p> <p>WA ST 49.60.030</p> <p>WA ST 49.60.180</p>	<p>To refuse to hire or employ or to bar or terminate from employment or to discriminate against an individual in compensation or in terms, conditions, or privileges of employment</p> <p>WA ST 49.60.180</p> <p>WA ST 49.44.090</p>	<p>Any employer who discriminates in the payment of wages on the basis of sex shall be guilty of a misdemeanor</p> <p>WA ST 49.12.175</p>	<p>A differential in wages between employees based in good faith on factors other than sex is not discrimination</p> <p>WA ST 49.12.175</p> <p>Newspaper vendors or carriers, domestic or casual labor for private residence and agricultural labor exempt</p> <p>WA ST 49.12.185</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>WA ST 49.60.180 Unfair practices of employers</p> <p>WA ST 49.60.205 Age discrimination-- Limitation</p>				
<p>WEST VIRGINIA</p> <p>WV ST § 5-11-9 Unlawful discriminatory practices</p> <p>WV ST § 21-5B-3 Discrimination between sexes in payment of wages for work of comparable character prohibited</p> <p>WV ST § 21-5C-7 Offenses and penalties</p>	<p>Blind or disabled individuals</p> <p>WV ST § 5-11-9</p>	<p>To discriminate against individual in compensation, hire, tenure, terms, conditions, or privileges of employment</p> <p>WV ST § 5-11-9</p>	<p>No discrimination between the sexes in wage payment for comparable work</p> <p>WV ST § 21-5B-3</p>	<p>Bona fide occupational qualification</p> <p>WV ST § 5-11-9</p>
<p>WISCONSIN</p> <p>WI ST 111.321 Prohibited bases of discrimination</p> <p>WI ST 111.322 Discriminatory actions prohibited</p> <p>WI ST 111.325 Unlawful to discriminate</p> <p>WI ST 111.33 Age; exceptions and special cases</p> <p>WI ST 111.337 Creed; exceptions and special cases</p> <p>WI ST 111.34 Disability; exceptions and special cases</p>	<p>Age (individual age 40 and over), race, creed, color, disability, marital status, sex, national origin, ancestry, and other grounds</p> <p>WI ST § 111.321</p>	<p>To refuse to hire or employ; to bar or terminate from employment; to discriminate against in promotion, compensation or terms, conditions or privileges of employment</p> <p>WI ST 111.322</p> <p>To refuse to reasonably accommodate an employee's or prospective employee's religious observance or practice that does not pose an undue hardship on employer</p> <p>WI ST 111.337</p> <p>To contribute lesser amounts to fringe benefits or to refuse to accommodate an employee or</p>	<p>To discriminate against any individual in compensation paid for equal work on the basis of sex</p> <p>WI ST § 111.36</p>	<p>Certain religious organizations may give preference to members of the same or similar religious denomination or creed</p> <p>WI ST § 111.337</p> <p>Reasonable accommodation to a person with a disability not required where employer can show undue; Where sex is a bona fide occupational qualification</p> <p>WI ST § 111.34</p> <p>WI ST § 111.36</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>WI ST 111.345 Marital status; exceptions and special cases</p> <p>WI ST 111.36 Sex, sexual orientation; exceptions and special cases</p>		<p>applicant's disability; to discriminate against an individual in promotion, compensation paid, or in terms conditions or privileges of employment on the basis of sex</p> <p>WI ST § 111.34</p> <p>WI ST § 111.36</p>		
<p>WYOMING</p> <p>WY ST § 27-4-302 Prohibition on paying employees less for same work</p> <p>WY ST § 27-9-105 Discriminatory and unfair employment practices enumerated; limitations</p>	<p>A qualified disabled person or any otherwise qualified person because of age, sex, race, creed, color, national origin, ancestry, or pregnancy</p> <p>WY ST § 27-9-105</p>	<p>To refuse to hire, to discharge, to promote or demote, or to discriminate in matters of compensation or the terms, conditions, or privileges of employment</p> <p>WY ST § 27-9-105</p>	<p>No discrimination between employees on the basis of gender in payment of wages for equal work</p> <p>WY ST § 27-4-302</p>	<p>None</p>
<p>UNITED STATES</p> <p>29 U.S.C.A. § 206 Minimum wage</p> <p>29 U.S.C.A. § 623 Prohibition of age discrimination</p> <p>29 U.S.C.A. § 631 Age limits</p> <p>42 U.S.C.A. § 12112 Discrimination</p> <p>42 U.S.C.A. § 12201 Construction</p> <p>42 U.S.C.A. § 2000e-2 Unlawful employment practices, held unconstitutional as applied by Rweyemamu v. Cote, 520 F.3d 198, 199+, 102 Fair</p>	<p>Age (persons over 40); race, color, religion, sex, or national origin</p> <p>29 U.S.C.A. § 623</p> <p>29 U.S.C.A. § 631</p> <p>42 U.S.C.A. § 2000e-2</p>	<p>To fail or refuse to hire or to discharge or otherwise discriminate against any individual in compensation, terms, condition or privileges of employment; to discriminate against a qualified individual with a disability because of the disability in regard to hiring, advancement, discharge, compensation, training, and other terms, conditions, or privileges of employment</p> <p>29 U.S.C.A. § 623</p> <p>42 U.S.C.A. § 2000e-2</p> <p>42 U.S.C.A. § 12112</p>	<p>No discrimination between employees on the basis of sex in payment of wages for equal work</p> <p>29 U.S.C.A. § 206(d)</p>	<p>Instances where religion, sex, or national origin is a bona fide occupational qualification</p> <p>42 U.S.C.A. § 2000e-2</p> <p>Compulsory retirement allowed for a bona fide executive or high policymaker 65 years or older entitled to immediate retirement benefit as provided by statute</p> <p>29 U.S.C.A. § 631</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>Empl.Prac.Cas. (BNA) 1678, 1678+ (2nd Cir. (Conn.) Mar 21, 2008) (NO. 06-1041-CV)</p> <p>42 U.S.C.A. § 2000ff-1 Employer practices</p> <p>42 U.S.C.A. § 2000ff-7 Disparate impact</p>				
<p>Guam</p> <p>22 G.C.A. § 3302 Prohibition of Age or Sex Discrimination</p> <p>22 G.C.A. § 3303 Age Discrimination</p> <p>22 G.C.A. § 5201 Discriminatory Practices Made Unlawful; Offenses Defined</p> <p>22 G.C.A. § 5203 Discriminatory Practices Against Disabled Persons Made Unlawful; Offenses Defined</p> <p>22 G.C.A. § 5204 Exceptions</p> <p>22 G.C.A. § 5211 Certain Other Laws Not Affected</p>	<p>Age or sex; race, sex, age, religion, color, or ancestry; disability</p> <p>22 G.C.A. § 3302</p> <p>22 G.C.A. § 5201</p> <p>22 G.C.A. § 5203</p>	<p>To fail or refuse to hire; to discharge or discriminate against in compensation, terms, conditions, or privileges of employment</p> <p>22 G.C.A. § 3302</p> <p>22 G.C.A. § 5201</p>	<p>None</p>	<p>No accommodation required for a person with a disability where employer shows undue hardship; bona fide occupational qualification</p> <p>22 G.C.A. § 5204</p> <p>22 G.C.A. § 5211</p>
<p>Puerto Rico</p> <p>1 L.P.R.A. § 505 Employment</p> <p>29 L.P.R.A. § 146 Discrimination because of age, race, color, sex, social or national origin or social condition, political affiliation, political or religious ideology, or for being</p>	<p>Age, race, color, sex, social or national origin, social condition, political affiliation, political or religious ideology, and other grounds</p> <p>29 L.P.R.A. § 146</p>	<p>To discharge, lay off, discriminate against regarding salary, wage, term, rank, conditions or privileges of employment; to refuse to hire</p> <p>29 L.P.R.A. § 1323</p>	<p>None</p>	<p>Bona fide job requirement</p> <p>29 L.P.R.A. § 1328</p> <p>Employer may consider gender when gender is a reasonably necessary bona fide job requirement</p> <p>29 L.P.R.A. § 1327</p>

Unlawful Discrimination, 0060 SURVEYS 25

<p>a victim or perceived as a victim of domestic violence, sexual aggression or stalking</p> <p>29 L.P.R.A. § 146a Discrimination because of age, race, color, sex, social or national origin or social condition, political affiliation, political or religious ideology, or for being a victim or perceived as a victim of domestic violence, sexual aggression or stalking— Publishing; announcements</p> <p>29 L.P.R.A. § 147a Discrimination because of age, race, color, sex, social or national origin, social condition, political affiliation, political or religious ideology or for being a victim or perceived as a victim of domestic violence, sexual aggression or stalking — Apprenticeship, training or retraining</p> <p>29 L.P.R.A. § 1201 Public policy</p> <p>29 L.P.R.A. § 1323 Unfair labor practices-- Employer</p> <p>29 L.P.R.A. § 1327 Unfair labor practices-- Actions not included</p> <p>29 L.P.R.A. § 1328 Unfair labor practices-- Bona fide job requirement</p>				
Virgin Islands	Age, race, creed, national origin, place of birth, political	To refuse to hire or employ; to bar or discharge; to	None	Employer may refuse to hire for good cause

Unlawful Discrimination, 0060 SURVEYS 25

10 V.I.C. § 3 Rights of persons; prohibition against discrimination	affiliation, sex, age, religion, color or ancestry	discriminate against in compensation or terms, conditions, or privileges of employment		relating to ability to perform work
10 V.I.C. § 64 Unlawful discriminatory practices	10 V.I.C. § 64			24 V.I.C. § 451
24 V.I.C. § 451 Unlawful practices	24 V.I.C. § 451	10 V.I.C. § 64		

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