

■ **ARIZONA CIVIL RIGHTS ACT**

TERMS: In general, farmers and other agricultural employers that have 15 or more employees on each working day in 20 or more different weeks in the current or previous year are prohibited from firing or refusing to hire a worker because of the worker's race, color, religion, sex, age (over 40), national origin, disability, or genetic testing results. Similarly, race, color, religion, sex, age, national origin, disability, or genetic testing results may not be used by any such employer to determine a worker's wage rate or other forms of payment for services.

Notably, the law's prohibition against sexual harassment applies to employers with *one or more* employees in the current or preceding calendar year.

ENFORCEMENT: *Civil Rights Division, Office of the Attorney General, Phoenix, Arizona 85007 (877-491-5742)*. A charge of employment discrimination may not be acted on unless it is submitted to the Division within 180 days after the violation occurred. Under certain conditions, a worker also has the right to sue an employer for discrimination directly, using a private attorney or a public legal services program.