

■ **ARKANSAS CIVIL RIGHTS ACT OF 1993**

TERMS: An employer who employs 9 or more workers in Arkansas in 20 or more weeks this year or last may be sued for damages if the employer does any of the following:

- (1) Deprives a person of his or her rights under the state constitution.
- (2) Intimidates, harasses or commits violence against a person because of racial, religious or ethnic hatred.
- (3) Commits employment discrimination against a person on the basis of race, religion, national origin, gender, or disability.

ENFORCEMENT: The Arkansas Civil Rights Act can be enforced only through civil action in state court, using a private attorney or public legal service provider.

SPECIAL NOTE: A person may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by this law.