

■ **CIVIL RIGHTS LAW**

TERMS: With certain exceptions, it is illegal for an employer who has 8 or more employees in Kentucky, in each of 20 or more weeks in the current or preceding year, to refuse to hire a job applicant, to fire a worker, or to discriminate in any other way against a person with respect to wages or the terms and conditions of employment, because of the person's race, color, religion, national origin, sex, or age (over 40), or because the person is a smoker or non-smoker.

It is also unlawful for such an employer to segregate or classify applicants or employees on any such grounds, in a way which would tend to limit job opportunities or otherwise negatively affect their employment status.

Similar discriminatory acts by employment agencies and labor organizations are likewise prohibited.

ENFORCEMENT: *Enforcement Branch, Kentucky Commission on Human Rights, Louisville, Kentucky 40202 (502-595-4024; toll-free 800-292-5566).* A worker who has been subjected to an act of illegal employment discrimination may file a complaint with the Commission at any time within 180 days after the act occurred.

As an alternative to filing a claim or complaint with the Commission, the law gives workers the right to sue the employer in civil court to enforce these provisions, using a private attorney or a public legal services program. However, if the complaint has already been filed with the Commission, the court cannot consider it.