■ NEBRASKA FAIR EMPLOYMENT PRACTICE ACT

TERMS: With only limited exceptions, it is illegal for an employer who has 15 or more employees on each working day in 20 or more weeks of the current or preceding year, to commit any of the following discriminatory acts, among others:

(1) To refuse to hire a job applicant, to fire a worker, or to discriminate in any other manner against an individual with respect to wages or employment conditions, because of the individual's race, color, religion, sex, disability, marital status, or national origin.

(2) To segregate or classify employees on any of those same grounds, in a way which would limit a person's employment opportunities or otherwise negatively affect the person's status as an employee.

(3) To publish or circulate any employment-related notice or advertisement which indicates a preference or discrimination based on race, color, religion, sex, disability, marital status, or national origin, except where religion, sex, disability, marital status, or national origin is a bona fide occupational qualification for employment.

Similar discriminatory acts by employment agencies and labor organizations are also illegal.

ENFORCEMENT: *Nebraska Equal Opportunity Commission, Lincoln, Nebraska 68509 (402-471-2024; toll-free 800-642-6112).* A person who has suffered from a discriminatory employment practice or act may file a complaint with the Commission at any time within 300 days after the practice or act occurred.

SPECIAL NOTE: An employer may not fire, discipline or discriminate in any way against a worker because the worker has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.