

■ HUMAN RIGHTS ACT

TERMS: Under most circumstances, it is illegal for any employer who has 4 or more workers to refuse to hire a job applicant, to fire a worker, or to discriminate against an otherwise qualified worker in matters related to wages, benefits or other job conditions, because of the applicant's or worker's race, age, religion, color, national origin, ancestry, sex, physical or mental handicap, or serious medical condition, unless there are valid job-related reasons for such a distinction.

Similar acts (1) committed by an employer with 50 or more employees and against a worker because of his or her marital status, and (2) committed by an employer with 15 or more employees and against a worker because of the worker's sexual orientation or gender identity, are also generally illegal.

Employment agencies and labor organizations are prohibited from engaging in similar discriminatory practices.

ENFORCEMENT: *Investigation and Compliance Unit, Human Rights Bureau, New Mexico Department of Workforce Solutions, Santa Fe, New Mexico 87505 (505-827-6856; toll-free 800-566-9471)*. Anyone adversely affected by an unlawful employment practice may file a complaint with the enforcement agency within 300 days after the alleged act was committed.

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.