

■ **OKLAHOMA ANTI-DISCRIMINATION ACT**

TERMS: It is generally illegal for a farm operator or any other employer in Oklahoma to refuse to hire a job applicant, to fire an employee, or to discriminate against a worker with respect to the terms of the job, because of the person's race, color, religion, sex, national origin, age (40 and over), genetic information or disability.

Similarly, in most circumstances, no employer may print an employment notice or advertisement which indicates a preference or bias based on race, color, religion, sex, national origin, age, genetic information or disability.

ENFORCEMENT: *Office of Civil Rights Enforcement, Oklahoma Office of the Attorney General, Oklahoma City, Oklahoma 73105 (405-521-3921).* A worker who has been affected by an apparent act of employment discrimination may file a complaint with this agency, at any time within 180 days after the act occurred.

If the complaint is not resolved to the worker's satisfaction within 180 days after it is submitted, the agency may provide the worker with a notice of the right to sue, allowing the worker to take legal action against the employer involved in court, using a private attorney or public legal service provider. Court action must commence no later than 90 days after the worker receives the right-to-sue notice.

SPECIAL NOTE: An employer 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.