

## ■ CIVIL RIGHTS LAWS

**TERMS:** It is generally illegal for a farm operator or any other employer to refuse to hire a job applicant, or to fire a worker, because of the individual's race, color, religion, sex, sexual orientation, national origin, marital status, age (if 18 or older), or legally expunged juvenile record. Employers are also prohibited from discriminating against an individual because of the race, color, religion, sex, sexual orientation, national origin, marital status, or age of any other person the individual associates with.

It is also unlawful to discriminate against an individual with respect to pay, or in the terms or conditions of employment, on any of these same grounds, or to circulate any employment-related statement or advertisement, or use any form of job application, which expresses a preference or discrimination based on any such factor.

Other prohibited acts include discrimination against a person because of the person's on-the-job injury or use of workers' compensation rights, the person's military service status, or a disability which does not prevent performance of the work involved. The prohibition on discrimination against injured workers, and workers with physical or mental disabilities, applies only to employers with 6 or more employees.

**ENFORCEMENT:** *Civil Rights Division, Oregon Bureau of Labor and Industries, Portland, Oregon 97232 (971-673-0764).* A worker who has been subjected to unlawful employment discrimination may file a complaint with this agency within one year after the violation occurred.

If, within one year after the filing of a complaint, the agency has been unable to resolve the complaint through conciliation, has not brought formal charges against the employer, or has made no formal determination in the case, the worker may take legal action against the employer in court within 90 days, using a private attorney or public legal service provider.

**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.