

■ STATE FAIR EMPLOYMENT PRACTICES ACT

TERMS: With very limited exceptions, it is illegal for a farm operator or any other employer with 4 or more workers to commit any of the following acts, among others:

- (1) To refuse to hire a job applicant because of the applicant's race, color, religion, sex, sexual orientation, gender identity or expression, disability, age (40 or over), or country of ancestral origin.
- (2) To fire or discriminate against a worker, on any of the same grounds, with respect to pay, the terms or privileges of employment, or any other matter related to employment.
- (3) To recruit or hire workers through any employment agency, placement service, training agency, labor organization, or any other source of job applicants that the employer knows discriminates against individuals because of their race, color, religion, sex, sexual orientation, gender identity or expression, disability, age, or country of ancestral origin.
- (4) To use any form of job application which contains questions relating to race, color, religion, sex, sexual orientation, gender identity or expression, disability, age, or country of ancestral origin, unless any such factor is a bona fide occupational qualification for the job involved.
- (5) To publish or circulate any employment advertisement or notice indicating a preference or discrimination based on race, color, religion, sex, disability, age, or country of ancestral origin.
- (6) Refusing to reasonably accommodate a worker's or prospective worker's disability, unless the employer can demonstrate that the accommodation would impose a hardship on the employer's business.

Employment agencies and labor organizations are prohibited from similar forms of discrimination.

ENFORCEMENT: *Rhode Island Commission for Human Rights, Providence, Rhode Island 02903 (401-222-2661)*. A worker who has been subjected to discriminatory treatment or suffered from a discriminatory practice outlawed by this law may file a complaint with the Commission.

If the Commission has not held hearings on a complaint within certain time limits, a worker who has been subjected to unlawful employment discrimination may request a right-to-sue notice from the agency and take legal action against the violator directly, using a private attorney or public legal services program. Suit must be filed no later than 90 days after the notice is issued.

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.