

■ **SOUTH DAKOTA HUMAN RELATIONS ACT OF 1972**

TERMS: With very limited exceptions, it is illegal for a farm operator or any other employer to refuse to hire a job applicant, to fire an employee, or to treat any worker unfairly or unequally with respect hiring, training, promotion, layoff, wages, or any term or condition of employment, because of the worker's race, color, creed, religion, sex, ancestry, disability or national origin.

Employers are also generally prohibited from advertising or otherwise indicating that individuals of any particular race, color, creed, religion, sex, ancestry, disability or national origin are unwelcome, objectionable, or not acceptable for employment.

ENFORCEMENT: *Division of Human Rights, South Dakota Department of Labor and Regulation, Pierre, South Dakota 57501 (605-773-3681)*. A worker has up to 180 days after an act of employment discrimination occurs to file a complaint with the Division.

SPECIAL NOTE: It is illegal for anyone to retaliate in any way against an individual because the individual has filed a charge, testified, or helped anyone exercise rights under the Human Relations Act.