

■ **FAIR EMPLOYMENT PRACTICES LAW**

TERMS: With only limited exceptions, it is illegal for employers in Vermont to discriminate against an employee or job applicant because of the individual's race, color, religion, ancestry, national origin, sex, sexual orientation, gender identity, place of birth, or age (18 or over), or to discriminate against a qualified individual with a disability.

Similarly, employers are generally prohibited from publishing or circulating any job notice or advertisement which indicates a preference or discrimination based on race, color, religion, ancestry, national origin, sex, sexual orientation, gender identity, place of birth, age, or disability.

ENFORCEMENT: *Civil Rights Unit, Vermont Attorney General's Office, Montpelier, Vermont 05609 (802-828-3657, toll-free 888-745-9195).*

As an alternative to filing a complaint with the Attorney General's office, a person adversely affected by a violation of these provisions may file suit in superior court, using a private attorney or public legal services program.

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. Complaints of retaliation should be reported to the Attorney General's Office.