



## State Anti-Discrimination Laws

STATE LAW (for more information please see State Fact Sheet)	DESCRIPTION	WHO IT COVERS	AGENCY	STATUTE OF LIMITATIONS
<b>Oregon Statute</b> – Title 51, Ch. 659A: Unlawful Discrimination in Employment, Public Accommodations and Real Property Transactions	Prohibits discrimination on the basis of sex as an unlawful employment practice.  The opportunity to obtain employment without unlawful discrimination is a civil right under Oregon State Law	Employers with 1 or more employees.	Bureau of Labor and Industries – Civil Rights Division  This agency also enforces Title VII.	A civil action alleging an unlawful employment practice must be filed within <b>1 year</b> of the occurrence of the unlawful employment practice unless a complaint has been timely filed under ORS  <b>Note: This law extends SOL for federal EEOC claims to 300 days -- Since state law prohibits employment discrimination on same basis as Title VII.</b>
<b>Washington Statute</b> – Washington State Law Against Discrimination (RCW Ch 49.60)	Prohibits unfair and discriminatory practices in employment  <b>Note:</b> <i>WA Courts have interpreted WA state law to be broader than federal law, which means state law may provide greater protection to workers in areas of sex discrimination—especially if workplace has between 8-14 employees</i>	Employers with 8+ employees ( <i>does not apply to religious organizations</i> )	Washington State Human Rights Commission  This agency also enforces Title VII.	Complaint must be signed/filed within 6 months of last date of discrimination  <b>Note: This law extends SOL for federal EEOC claims to 300 days -- Since state law prohibits employment discrimination on same basis as Title VII.</b>
<b>CA Statute</b> – CA Fair Employment and Housing Act	Prohibits discriminatory practices in employment  <b>Note:</b> <i>CA antidiscrimination law is often interpreted more broadly than federal law, especially in the areas of disability discrimination and sexual harassment. For example, coworkers who are not supervisors can be sued and held personally responsible for unlawful workplace harassment</i>	Employers with 5+ employees, or 1+ employees for harassment claims	DFEH – Department of Fair Employment and Housing  This agency also enforces Title VII.	1 year of the date you believe you were discriminated against (extended for 90 additional days if you did not become aware of the discrimination until after the year expired)  <b>Note: This law extends SOL for federal EEOC claims to 300 days -- Since state law prohibits employment discrimination on same basis as Title VII.</b>

