



Know Your Rights:

State and Local Laws Prohibiting Employment Discrimination

The following only describe California, Oregon and Washington State Laws and a sampling of city laws. If you are in another state, please use this information as a guide to investigate the [Fair Employment Practices Agency and Tribal Employment Rights Offices](#) in your state or city. For more information about discrimination laws and how they are handled in your city, please visit your city government website.

California

The [California Fair Employment and Housing Act](#) prohibits discriminatory practices in employment. It applies to smaller employers than Title VII, covering employers with 5+ employees for all discrimination and employers with only 1 or more employees for harassment claims. You have one year from the time of the discrimination to file your complaint. Complaints must be lodged with the [Department of Fair Employment and Housing](#) (DFEH).

In addition to prohibiting discrimination covered under Title VII, California law also explicitly prohibits discrimination on the basis of gender identity and gender expression as well as sexual orientation, age, national origin, creed, disability, marital status and military and veteran status. As of 2012, [pregnancy](#), childbirth or related medical conditions are also covered. Employees may take up to 4 months of job-protected time off as long as they work for an employer with 5 or more employees. Complaint process information can be found [here](#). You can also file an online complaint and request an immediate Right to Sue instead of waiting for the DFEH to investigate the complaint. DFEH has a work sharing agreement with the EEOC. (see Title VII Fact Sheet)

The [San Francisco Non-Discrimination Ordinance](#) prohibits employment discrimination on the basis of sex, gender identity, domestic partner status, and sexual orientation. Complaints must be filed with the City's Human Rights Commission within a year of the incident. Complaint information can be found [here](#).

The **Los Angeles** equal opportunity and affirmative action programs for city contractors are administered by the [Office of Contract Compliance](#). More information on the Los Angeles Ordinances covering city contracts including recruiting and employing women, minorities and "other potential staff" as well as the enforcement of [apprentice and journey worker ratios and assignments](#) can be found [here](#). The [Los Angeles Equal Benefits Ordinance](#) prohibits city contractors from discriminating between employees with spouses and employees with domestic partners in the provision of employee benefits.



Oregon

Oregon's 1953 [Civil Rights Bill](#), also known as the Public Accommodations Bill covers "Unlawful Discrimination in Employment, Public Accommodations and Real Property Transactions." The bill covers equal opportunity in employment, housing, public accommodations and career schools and

applies to employers with one or more employees. In addition to prohibiting discrimination on the basis of race, color, religion, sex, sexual orientation, national origin, marital status and age, the bill explicitly includes childbirth and related medical conditions. Complaints must be filed with the [Bureau of Labor and Industries' Civil Rights Division](#) (BOLI CRD) within 300 days of the discrimination. Complaint process information can be found [here](#). The BOLI CRD also enforces Oregon Municipal Ordinances. See below for further information.

Local Ordinances in Portland, Eugene, Salem and Corvallis, and Benton and Multnomah Counties have ordinances prohibiting discrimination. The [BOLI CRD](#) office is contracted to enforce the parts of these ordinances that are not protected under state law, including source of income. Contact a civil rights [intake office](#) or [email](#) for the protected classes covered under each ordinance.

Washington

The [Washington State Law Against Discrimination](#) prohibits unfair and discriminatory practices in employment and applies to employers with 8+ employees. Complaints must be filed with the [Washington State Human Rights Commission](#) within 6 months of the last date of discrimination. The law covers sexual orientation and gender identity as well as veterans and military status. The law also covers both employers and employment agencies. Complaint process information can be found [here](#).

The [Seattle Municipal Code](#) prohibits employers from discriminating on the basis sex (among other categories), and specifically includes gender identity and sexual orientation. It applies to all employers in Seattle with 1 or more employees. Complaints must be filed with the [Seattle Office for Civil Rights](#). [Complaints](#) must be made within 180 days.

The [Spokane Tribal Employment Rights Ordinance of 1995](#) promotes the fair employment of Native Americans on or near the Spokane Indian Reservation. The Tribal Employment Rights Office (TERO) [enforces](#) the Ordinance and is also affiliated with the EEOC and processes and conciliates discrimination charges for Native Americans under Title VII. Complaint information can be found [here](#).

