

TECHNICAL ASSISTANCE FOR EMPLOYERS PROGRAM

BUREAU OF LABOR AND INDUSTRIES, 800 NE OREGON ST, # 1045, PORTLAND, OREGON 97232

PROTECTED CLASSES OVERVIEW

FEDERAL AND OREGON CIVIL RIGHTS LAWS

FEDERAL TITLE VII OF CIVIL RIGHTS ACT OF 1964 <i>Federal laws apply when an employer has 15 or more employees (except where noted)</i>	OREGON REVISED STATUTES CHAPTER 659A <i>State laws apply when an employer has 1 or more employees (except where noted)</i>
Race Color National Origin Sex (<i>includes pregnancy-related conditions</i>) Religion Retaliation (<i>for opposing unlawful employment practices, for filing a complaint, for testifying about violations or possible violations</i>) Association with Protected Class	Race Color National Origin Sex (<i>includes pregnancy-related conditions</i>) Religion Retaliation (<i>for opposing unlawful employment practices, for filing a complaint, for testifying about violations or possible violations</i>) Association with Protected Class
USERRA (<i>1 + employees</i>)	Leave to Serve in State-organized Militia, ORS 399.065
Age (<i>40 and older in companies with 20+ employees</i>) This law is known as the Age Discrimination in Employment Act or ADEA	Age (<i>18 and older</i>)
Americans with Disabilities Act	Physical or Mental Disability (<i>in companies with 6+ employees</i>)
Family and Medical Leave Act of 1993 (<i>in companies with 50+ employees</i>)	Oregon Family Leave Act (<i>in companies with 25+ employees</i>)
ADDITIONAL CLASSES PROTECTED BY STATE LAWS, ORS 659A (<i>Except where noted laws apply when an employer has 1 or more employees</i>)	
Marital Status Family Relationship Genetic Screening, Brain-wave Testing Right to Testify at Employment Division Hearings Access to Employer-owned Housing Right to Report Health Care Violations	Leave to Donate Bone Marrow Polygraph, Breathalyzer, Blood Alcohol Expunged Juvenile Record Right to Testify Before the State Legislature Injured Workers (<i>in companies with 6+ employees</i>)
Right to File a Lawsuit, Testify in Criminal or Civil Proceedings or Report Criminal Activities	Leave to Serve in the State Legislature, ORS 171.120-125
Medical Release as a Condition of Continued Employment	Opposition to Health or Safety Conditions ORS 654.062(5)(a)
Use of Lawful Tobacco Products on Off-duty Hours	
CLASSES PROTECTED BY CITY ORDINANCE	
Sexual Orientation--Ashland, Beaverton, Bend, Benton County, Corvallis, Eugene, Hillsboro, Lake Oswego, Lincoln City, Multnomah County, Portland and Salem *** Source of Income--Ashland, Benton County, Corvallis, Eugene, Multnomah County and Portland.	

*** Based on the 1998 Oregon Court of Appeals decision in *Tanner v. Oregon Health Sciences University, et al.*, the Bureau may investigate complaints under ORS 659A.030 from an employee who alleges discrimination based on the gender of a person with whom the employee associates. (a limited remedy for some sexual orientation discrimination under state law).

The Technical Assistance for Employers unit offers employer seminars, handbooks, and other materials covering a number of topics. For additional information, visit our website at www.oregon.gov/boli/ta or call our Employer Assistance line.

**Technical Assistance for Employers
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These materials were prepared as a general summary and teaching guide. The mission of the Technical Assistance for Employers Program is to promote compliance with civil rights and wage and hour laws through education. Technical Assistance does not provide legal advice. In order to determine the legality of any matter or to protect your legal rights, you should contact an attorney. Check the yellow pages of your telephone directory or contact the Oregon State Bar Lawyer Referral Service at 1-503-620-0222 or 1-800-452-7636.

THIS INFORMATION IS AVAILABLE IN ALTERNATE FORMAT.

Rev. 9/2005