

Protected Classes	
TITLE VII OF CIVIL RIGHTS ACT OF 1964 Federal laws apply when an employer has 15 or more employees (except where noted)	OREGON REVISED STATUTES CHAPTER 659A State laws apply when an employer has 1 or more employees (except where noted)
Race Color National Origin Sex (includes pregnancy-related conditions) Religion Retaliation Association with Protected Class Genetic Information (under Genetic Information Nondiscrimination Act)	Race Color National Origin Sex (includes pregnancy-related conditions) Sexual Orientation (includes Gender Identity) Religion Retaliation Association with Protected Class Prohibition on Genetic Screening and Brain-wave Testing
Age (40 and older in companies with 20+ employees) (Age Discrimination in Employment Act of 1967)	Age (18 and older)
Veterans (companies with 1 + employees) (Uniformed Services Employment and Reemployment Rights Act of 1994 and the Vietnam Era Veterans Readjustment Assistance Act of 1974) Veterans' Preference in Hiring and Promotion (Public Employers)	Members of the Uniformed Services (ORS 659A.082) Taking leave to Serve in State-organized Militia (ORS 399.065) Taking leave prior to or during leave from deployment by spouse or same-sex domestic partner of member of the armed forces under the Oregon Military Family Leave Act (in companies with 25+ employees) Veterans' Preference in Hiring and Promotion (Public Employers)
Physical or Mental Disability (Americans with Disabilities Act of 1990, as amended in 2008, for companies with 15 or more employees)	Physical or Mental Disability (in companies with 6+ employees)
Taking leave under the Family and Medical Leave Act of 1993 (in companies with 50+ employees)	Taking leave under the Oregon Family Leave Act (in companies with 25+ employees)
Additional classes protected by state law, Chapter 659A (Except where noted, laws apply when an employer has 1 or more employees)	
Sexual Orientation and Gender Identity Marital Status Retaliation based upon Family Relationship Prohibition on Genetic Screening and Brain-wave Testing Right to Testify at Employment Department Hearings Access to Employer-owned Housing Right to Report Health Care Violations Leave to Donate Bone Marrow Victims of Domestic Violence, Harassment, Sexual Assault or Stalking including Leave Provisions Prohibition on Polygraph Exams Limits on Breathalyzer and Blood Alcohol Testing Expunged Juvenile Record Credit Records or Credit History	Injured Workers (in companies with 6+employees) 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) Right to Testify Before the State Legislature Prohibition on Employer Requiring Medical Release unless employer pays out-of-pocket costs 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

Revised April 2017