

## A Summary of Protected Classifications

FEDERAL LAW	OREGON LAW
<p>TITLE VII OF CIVIL RIGHTS ACT OF 1964 Federal laws apply when an employer has 15 or more employees (except where noted)</p> <p><b>Race</b> <b>Color</b> <b>National Origin</b> <b>Sex</b> (includes pregnancy-related conditions) <b>Religion</b> <b>Retaliation</b> <b>Association with Protected Class</b> <b>Genetic Information</b> (under Genetic Information Nondiscrimination Act)</p>	<p>OREGON REVISED STATUTES CHAPTER 659A State laws apply when an employer has 1 or more employees (except where noted)</p> <p><b>Race</b> <b>Color</b> <b>National Origin</b> <b>Sex</b> (includes pregnancy-related conditions) <b>Religion</b> <b>Retaliation</b> <b>Association with Protected Class</b> <b>Prohibition on Genetic Screening and Brain-wave Testing</b></p>
<p>AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967 <b>Age</b> (40 and older in companies with 20+ employees)</p>	<p>OREGON REVISED STATUTES CHAPTER 659A <b>Age</b> (18 and older)</p>
<p>Uniformed Services Employment and Reemployment Rights Act of 1994 and the Vietnam Era Veterans Readjustment Assistance Act of 1974 (all employers)</p> <p><b>Veteran Status</b> <b>Leave to Serve in the Military</b> <b>Veterans Preference in Hiring and Promotion</b> (Public Employers)</p>	<p>Members of the Uniformed Services (ORS 659A.082) Taking leave to Serve in State-organized Militia (ORS 399.065)</p> <p><b>Veteran Status</b> <b>Leave to Serve in State-organized Militia</b> <b>Veterans' Preference in Hiring and Promotion</b> (Public Employers)</p>
<p>AMERICANS WITH DISABILITIES ACT OF 1990 <b>Physical or Mental Disability</b></p>	<p>OREGON REVISED STATUTES CHAPTER 659A <b>Physical or Mental Disability</b> (in companies with 6+ employees)</p>
<p>Family and Medical Leave Act of 1993 (in companies with 50+ employees)</p> <p><b>Protected leave for:</b></p> <ul style="list-style-type: none"> <li>• <b>Serious health condition of employee</b> (including pregnancy-related conditions)</li> <li>• <b>Serious health condition of employee's family Member</b> (includes spouse, parent, biological or adopted or foster child)</li> <li>• <b>Parental leave for birth or placement of newborn, adopted or newly-placed foster child</b></li> </ul> <p><b>Leave by Spouse, Son, Daughter or Parent of a Covered Military Service Member</b> on active duty or call to active duty status for a qualifying exigency <b>Leave by Parent, Spouse or Child of Next of Kin</b> to care for a seriously ill or injured service member or veteran (26 weeks)</p>	<p>Oregon Family Leave Act (in companies with 25+ employees)</p> <p><b>Protected leave for:</b></p> <ul style="list-style-type: none"> <li>• <b>Serious health condition of employee</b> (including pregnancy-related conditions)</li> <li>• <b>Serious health condition of employee's family Member</b> (includes spouse, parent, biological or adopted or foster child, parent-in-law, grandparent, grandchild, same-sex domestic partner and parent or child of same-sex domestic partner)</li> <li>• <b>Bereavement due to death of covered family Member</b> (effective January 1, 2014)</li> <li>• <b>Parental leave for birth or placement of newborn, adopted or newly-placed foster child</b></li> <li>• <b>Non-serious health condition of a child requiring home care</b></li> </ul> <p><b>Leave by Spouse or Same-sex Domestic Partner of Member of the Armed Forces</b> prior to or during leave from deployment (in companies with 25+ employees)</p>

**ADDITIONAL CLASSES PROTECTED BY OREGON LAW**

OREGON REVISED STATUTES CHAPTER 659A (Except where noted, laws apply when an employer has 1 or more employees)

**Access to Employer-owned Housing**  
**Credit Records or Credit History**  
**Expunged Juvenile Record**  
**Injured Workers** (in companies with 6+ employees)  
**Lawful Use of Tobacco Products on off-duty hours**  
**Leave to Donate Bone Marrow**  
**Leave to perform fire-fighting services** (ORS 476.574)  
**Leave to Serve on Jury** (ORS 10.090)  
**Leave to Serve in the State Legislature** (ORS 171.120-125)  
**Limits on Breathalyzer and Blood Alcohol Testing**  
**Marital Status**  
**Medical Release as a Condition of Continued Employment**  
**Opposition to Health or Safety Conditions** (ORS 654.062(5)(a))  
**Prohibition on Employer Requiring Medical Release unless Employer Pays Out-of-Pocket Costs** (ORS 659A.306)  
**Prohibition on Polygraph Exams**  
**Family Relationship**  
**Right to File a Lawsuit, Testify in Criminal or Civil Proceedings or Report Criminal Activities**  
**Right to Report Health Care Violations**  
**Right to Testify at Employment Division Hearings**  
**Right to Testify Before the State Legislature**  
**Sexual Orientation and Gender Identity**  
**Under a child support withholding order** (ORS 25.424)  
**Victims of Domestic Violence, Harassment, Sexual Assault or Stalking, including Leave Provisions**

Revised April 2014