

Civil Rights Job Aid

Protected Classes defined:

Age

A person's real or perceived age in years.

Race

Describes physical characteristics

National Origin

A person's association with being from a particular country or part of the world.

Sex

A person's sex, including sexual orientation and gender identity.

Color

A person's skin color or complexion.

Disability

Defined by the [Americans with Disabilities Act](#):

A person with a disability is someone who:

- has a physical or mental impairment that substantially limits one or more major life activities,
- has a history or record of such an impairment (such as cancer that is in remission),
or
- is perceived by others as having such an impairment (such as a person who has scars from a severe burn).

Information that helps when a complaint is filed:

What happened during the incident

When it occurred, or when they found out about it

Where the incident occurred

Why is this a potential violation, what protected classes may have been discriminated against

Documents that are related to the incident (includes photos, screenshots)

Witness information of anyone who may have been present during incident

For questions about Civil Rights, please contact:

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