What is Employment Discrimination?

Employment discrimination is engaging in unfair employment practices such as hiring, promotions, termination or compensation of or harassment.

It is Unlawful in Howard County to Discriminate Against Anyone on the Bases of:

- Race
- Creed
- Religion
- Physical or Mental Disability
- Color
- Sex
- National Origin
- Age
- Occupation
- Marital Status
- Political Opinion
- Sexual Orientation
- Personal Appearance
- Familial Status
- Source of Income
- Gender Identity

Unlawful Practices by Employment Agencies:

It is unlawful for employment agencies, because of discrimination to:

- Refuse to refer a person for employment
- Fail to refer a person for employment
- Act against a person concerning the kind of employment for which a referral could have been made
- Classify a person for employment

Unlawful Practices by Employers:

It is unlawful for employers, because of discrimination to:

- terminate a person
- refuse to hire a person
- act against a person with respect to compensation or other terms and conditions of employment
- limit, segregate, classify or assign employees

Unlawful Practices by Labor Organization:

It is unlawful for any labor organization, because of discrimination to:

- exclude or expel any person from its membership
- limit, segregate or classify its membership in any way which would deprive a person of employment opportunities or adversely affect the person’s status as an employee or applicant for employment
- fail to or refuse to refer a person for employment in any way which would deprive the person of employment opportunities or adversely affect the person’s status as an employee or applicant for employment
Unlawful Laws Regarding Apprenticeship or Training Programs:

It is unlawful for an employer or labor organization to refuse a person admission to or employment in any program established to provide apprenticeship or other training.

Unlawful Acts in Employment Advertising:

Except where limitation or specification is a bona fide occupational qualification for employment:

- It is lawful for an employer, labor organization, or employment agency to print or cause to be printed any notice or advertisement indicating preference, limitation or specification relating to:
  - employment by employer
  - membership in labor organization
  - any classification by labor organization
  - any referral by labor organization
  - any classification by employment agency
  - any referral by employment agency

Retaliation

It is unlawful for an employment agency or labor organization to retaliate against any employee or applicant for employment because the employee or applicant has opposed any practice which is unlawful or because the employee or applicant has filed a charge, testified, assisted or participated in any manner in an investigation proceeding or hearing.