

FEDERAL AND OREGON CIVIL RIGHTS LAWS, 2008

<p>FEDERAL TITLE VII OF CIVIL RIGHTS ACT OF 1964 Federal laws apply when an employer has 15 or more employees (except where noted)</p>	<p>OREGON REVISED STATUTES CHAPTER 659A State laws apply when an employer has 1 or more employees (except where noted)</p>
<p>Race Color National Origin Sex (includes pregnancy-related conditions) Religion Retaliation Association with Protected Class</p>	<p>Race Color National Origin Sex (includes pregnancy-related conditions) Sexual Orientation and Gender Identity Religion Retaliation Association with Protected Class</p>
<p>Age (40 and older in companies with 20+ employees) (ADEA)</p>	<p>Age (18 and older)</p>
<p>USERRA (1 + employees)</p>	<p>Leave to Serve in State-organized Militia, ORS 399.065</p>
<p>Americans with Disabilities Act</p>	<p>Physical or Mental Disability (in companies with 6+ employees)</p>
<p>Family and Medical Leave Act of 1993 (in companies with 50+ employees)</p>	<p>Oregon Family Leave Act (in companies with 25+ employees)</p>
<p>Additional classes protected by state laws, ors 659A (Except where noted, laws apply when an employer has 1 or more employees)</p>	
<p>Marital Status Retaliation based upon Family Relationship Prohibition on Genetic Screening and Brain-wave Testing Right to Testify at Employment Division Hearings Access to Employer-owned Housing Right to Report Health Care Violations</p>	<p>Leave to Donate Bone Marrow Leave for Victims of Domestic Violence Prohibition on Polygraph Exams Limits on Breathalyzer and Blood Alcohol testing Expunged Juvenile Record Injured Workers (in companies with 6+ employees) Leave to Serve in State-organized Militia, ORS 399.065</p>
<p>Right to File a Lawsuit, Testify in Criminal or Civil Proceedings or Report Criminal Activities</p>	<p>Leave to Serve in the State Legislature, ORS 171.120-125 Right to Testify Before the State Legislature</p>
<p>Prohibition on Employer Requiring Medical Release unless Employer pays out of pocket costs. ORS 659A.306. Medical Release as a Condition of Continued Employment</p>	<p>Opposition to Health or Safety Conditions ORS 654.062(5)(a)</p>
<p>Use of Lawful Tobacco Products on Off-duty Hours</p>	