

# DISCRIMINATION IN EMPLOYMENT



## KENTUCKY LAW REQUIRES EQUAL EMPLOYMENT OPPORTUNITY

### THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION REGARDING:

- RECRUITMENT • ADVERTISING • HIRING • PLACEMENT • PROMOTION • TRANSFER
- TRAINING AND APPRENTICESHIP • COMPENSATION • TERMINATION OR LAYOFF • PHYSICAL FACILITIES
- ANY OTHER TERMS, CONDITIONS OR PRIVILEGES OF EMPLOYMENT

### THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BASED ON:

- DISABILITY • RACE • COLOR • RELIGION • NATIONAL ORIGIN • SEX
- AGE (40 YEARS OLD AND OVER) • TOBACCO-SMOKING STATUS
- PREGNANCY (including childbirth and related medical conditions)

### THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BY:

- EMPLOYERS • LABOR ORGANIZATIONS • EMPLOYMENT AGENCIES • LICENSING AGENCIES

In addition, under the KCRA it is unlawful for an employer to fail to make reasonable accommodations for any employee with limitations related to pregnancy, childbirth, or a related medical conditions who requests an accommodation, including but not limited to: (1) the need for more frequent or longer breaks; (2) time off to recover from childbirth; (3) acquisition or modification of equipment; (4) appropriate seating; (5) temporary transfer to a less strenuous or less hazardous position; (6) job restructuring; (7) light duty; modified work schedule; and (8) private space that is not a bathroom for expressing breast milk.

***FIND KENTUCKY'S GUARANTEE OF EQUAL EMPLOYMENT OPPORTUNITY AT KRS 344.030-KRS 344.110.  
FOR HELP WITH DISCRIMINATION, CONTACT***



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PUBLIC POSTING OF THIS NOTICE WHERE IT MAY BE READILY OBSERVED IS REQUIRED BY LAW.  
104 Ky. Admin. Regs. 1:010 § 1.

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