

# DISCRIMINATION



## STATE OF NEBRASKA EQUAL OPPORTUNITY COMMISSION DISCRIMINATION IS PROHIBITED BY STATE LAW



**Notice to Job Applicants Employees, Employers, Labor Unions, Employment Agencies, Landlords, Tenants, Proprietors, Public:**  
**Discrimination in employment, housing, public accommodations is prohibited by state law.**

### Unlawful Employment Practices

It is illegal for an employer to discriminate against you because of your **Race, Color, Sex, Pregnancy, National Origin, Marital Status, Disability, Religion** and/or **Age (40- years-old and over)**. Discrimination may occur in such areas as Hiring, Promotions, Transfers, Lay-offs, Discipline and Termination, Compensation and Benefits, Training, Other Terms or Conditions of Employment, or Sexual Harassment. The Nebraska Equal Opportunity Commission is authorized to investigate allegations of discrimination under the Fair Employment Practices Act and the Equal Pay Act of Nebraska, both of which covers employers with 15 or more employees; and the Nebraska Age Discrimination in Employment Act, which covers employers with 20 or more employees. Labor Organizations, Employment Agencies, Apprenticeship and Training Programs are all covered by the law.

Authority: Sections 48-1001 through 48-1009; Sections 48-1101 through 48-1125; Sections 48-1219 through 1227, R.R.S. Nebraska, 1943.

### Public Accommodations and Housing Discrimination

The Nebraska Fair Housing Act prohibits *unlawful housing practices* which includes discrimination because of **Race, Color, Religion, National Origin, Sex, Disability** and **Familial Status** in *Purchases, Sales, Rentals, Loans, Publishing, Representation, Inquiry, Listings, Discharge, or Demotion of Agents or Employees* in obedience to the law, blockbusting and other such actions.

Authority: Sections 20-301 through 20-344, R.R.S. Nebraska, 1943.

### The Nebraska Civil Rights Act of 1969-Public Accommodation prohibits

discrimination because of **Race, Color, Religion, Sex, National Origin, or Ancestry** in *Services, Privileges, Facilities, Advantages and Accommodations by all Public Places and Businesses* offering the same. Private establishments, etc. must meet the exceptions as set out in the law.

Authority: Sections 20-132 through 20-143, R.R.S. Nebraska, 1943.

### Protection From Retaliation

The Laws enforced by the Nebraska Equal Opportunity Commission prohibit an employer, landlord, or others subject to the laws from engaging in any form of retaliation because you have filed a charge of discrimination opposed a practice made illegal by these laws, or acted as a witness in any investigation or hearing conducted by the Commission. In addition, the Fair Employment Practices Act makes it illegal for an employer to engage in any retaliation because a person has opposed any illegal practice or refused to carry out any action that is illegal under the laws of the State of Nebraska or the United States.

### COMPLAINTS:

The Nebraska EOC will investigate every complaint in an impartial manner,

without cost to you and without publicity. If there is reasonable cause to believe that the law was violated, the Nebraska EOC will hold a conciliation conference. In case of failure to settle or resolve a charge by conference, mediation, conciliation, arbitration or persuasion, a public hearing or litigation may occur.

**EMPLOYERS, EMPLOYMENT AGENCIES, UNIONS, LANDLORDS, LENDERS, REAL ESTATE OFFICES, PROPRIETORS, PUBLIC, ETC:** You may call on the Nebraska EOC for information on procedures, advice on policy problems, literature, reading lists, films, speakers service, and aid in educational programming.

**For Information or Assistance, Please write, call, or come to:**

#### Main Office

Equal Opportunity Commission  
301 Centennial Mall South, 5th Floor  
P.O. Box 94934  
Lincoln, Nebraska 68509-4934  
Telephone (402) 471-2024  
1-800-642-6112

#### Branch Office

1313 Farnam on-the-Mall  
Omaha, Nebraska 68102-1836  
Telephone (402) 595-2028  
1-800-382-7820

[www.neoc.ne.gov](http://www.neoc.ne.gov)

#### Branch Office

Panhandle Office Complex  
505A Broadway, Suite 600  
Scottsbluff, Nebraska 69363-1500  
Telephone (308) 632-1340  
1-800-830-8633

**THIS NOTICE MUST BE POSTED** in conspicuous, well-lighted places-e.g., hiring offices, employee bulletin boards, employment agency waiting rooms, union hall-which are frequented by employees, job seekers, or applicants for union membership. Firms and organizations that have more than one such office, plant or posting place, should request extra copies of this notice. For information on exceptions write to Nebraska EOC. This document satisfies the requirements for posting pursuant to the laws administered by the NEOC.

**THIS COMMISSION INVESTIGATES UNLAWFUL DISCRIMINATION COMPLAINTS FILED ANYWHERE IN THE STATE OF NEBRASKA: AT NO COST TO THE PERSON MAKING THE COMPLAINT**

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