State of Nebraska
Equal Opportunity Commission

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 because of **Race, Color, Sex, Pregnancy, National Origin, Religion, Marital Status, Disability** and **Age (40+ years old).** Unlawful employment practices can include discrimination in areas such as *Hiring, Promotions, Transfers, Lay-offs, Discipline, Termination, Compensation and Benefits, Training, Other Terms or Conditions of Employment, Reasonable Accommodation,* or *Harassment*. The Nebraska Equal Opportunity Commission is authorized to investigate allegations of discrimination under the Fair Employment Practice Act, which covers employers with 15 or more employees, the Equal Pay Act of Nebraska, which covers employers with 2 or more employees; and the Act Prohibiting Unjust Discrimination in Employment Because of Age, 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.

Housing Discrimination and Public Accommodations

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, Ancestry, Disability, or Familial Status,** 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, proceeding, or hearing conducted by the Commission. In addition, the Fair Employment Practice 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, or inquired about, discussed, or disclosed information regarding employee wages, benefits, or other compensation.

- 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, aid in educational programming.

For Information or Assistance, Contact the NEOC At:

Main Office
Equal Opportunity Commission
1526 K Street, Suite 310
Lincoln, Nebraska 68508
Telephone (402) 471-2024
1-800-642-6112
www.neoc.nebraska.gov

Branch Office
Panhandle Office Complex
505A Broadway, Suite 600
Scottsbluff, Nebraska 69361-3515
Telephone (308) 632-1340
1-800-830-8633

Branch Office
1313 Farnam Street, Suite 318
Omaha, Nebraska 68102-1836
Telephone (402) 595-2028
1-800-382-7820

- 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