

To protect employment rights,

FEDERAL TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 <i>Federal laws apply when an employer has 15 or more employees (except where noted)</i>	OREGON REVISED STATUTES (ORS) CHAPTER 659A <i>State laws apply when an employer has 1 or more employees (except where noted)</i>
Race Color National Origin Sex (includes gender, pregnancy-related conditions and sex harassment) Religion Retaliation (for opposing unlawful employment practices, for filing a complaint, for testifying about violations or possible violations) Association with a Protected Class	Race Color National Origin Sex (includes gender, pregnancy-related conditions and sex harassment) Religion Retaliation (for opposing unlawful employment practices, for filing a complaint, for testifying about violations or possible violations) Association with a Protected Class
Age Discrimination in Employment Act (ADEA; 40 and older; in companies with 20+ employees)	Age (18 and older)
Uniformed Services Employment and Reemployment Rights Act (USERRA; 1+ employees)	Leave to Serve in State-organized Militia (ORS 399.065), Uniformed Service Leave and Status and Veteran Status
Americans with Disabilities Act	Physical or Mental Disability (in companies with 6+ employees)
Family and Medical Leave Act (in companies with 50+ employees)	Oregon Family Leave Act (in companies with 25+ employees)

ADDITIONAL EMPLOYMENT PROTECTIONS UNDER STATE LAW, ORS CH. 659A OR AS NOTED			
Sexual Orientation and Gender Identity	Safety Accommodations (and Leave in companies with 6+ employees) as a Domestic Violence, Sexual Assault, Stalking and/or Harassment Victim	Veteran's Preference in Public Employment	Whistleblowing Marital Status
Credit History Information Being Used Only when Substantially Job-Related	Academic Degree in Theology or Religious Occupation	Leave for Spouses of Service Members Called to Active Duty (in companies with 25+ employees)	Opposition to Health or Safety Conditions (ORS 654.062(5)(a))
Protection from Paying for a Medical Exam or Health Certification as a Condition of Continued Employment	Access to Employer-owned Housing	Leave for Jury Duty	Initiating or Aiding Certain Legal Proceedings
Garnishment for Child Support (ORS 25.424)	Reporting Health Care Violations in Nursing Homes	Leave for Volunteer Firefighting	Injured Worker Status (in companies with 6+ employees)
Testimony before the State Legislature	Family Relationship	Leave to Donate Bone Marrow	Protection from Certain Tests, Screenings and Examinations
		Leave to Serve in the Legislature (ORS ch. 171)	Use of Lawful Tobacco Products during Off-duty Hours
		Expunged Juvenile Record	

THE FAIR HOUSING ACT AND SUBSTANTIALLY EQUIVALENT STATE LAW (ORS CHAPTER 659A)			
Race Color National Origin	Sex Religion Familial Status	Disability Association with a Protected Class	Sexual Orientation and Gender Identity (<i>State Law</i>) Source of Income (<i>State Law</i>) Marital Status (<i>State Law</i>)

and protect access to housing and public accommodations free from discrimination.

advance employment opportunities,