

## OKLAHOMA LAW PROHIBITS

### **DISCRIMINATION IN EMPLOYMENT BECAUSE OF RACE, COLOR, RELIGION, NATIONAL ORIGIN, DISABILITY, AGE, SEX OR GENETIC INFORMATION<sup>1</sup>**

**Unlawful discrimination in employment occurs when** a job applicant or employee is treated less favorably than others because of their race, color, religion, sex (which includes pregnancy), national origin, age, disability, or genetic information with respect to any terms, conditions, or privileges of employment, such as but not limited to hiring, promotion, transfer, pay, benefits, discipline, discharge, layoff, or recall.

**Unlawful discrimination includes harassment** because of one's race, color, religion, sex, national origin, age, disability, or genetic information. Unlawful sexual harassment includes requests for sexual favors in exchange for granting or denying favorable terms, conditions, or privileges of employment or threatening to take adverse employment action in response to rejecting a request for sexual favors.

**Unlawful discrimination includes retaliation** against a person because he or she has opposed a discriminatory practice, or because he or she has made a charge, filed a complaint, testified, assisted, or participated in an investigation, proceeding, or hearing involving discrimination.

If you believe you have experienced unlawful discrimination in employment, you may file a complaint with:

**OKLAHOMA ATTORNEY GENERAL**  
**OFFICE OF CIVIL RIGHTS ENFORCEMENT**  
**15 W. 6TH STREET, SUITE 1000**  
**TULSA, OKLAHOMA 74119**  
**(918) 581-2885**  
<http://www.ok.gov/oag>

Complaint forms are available at the Oklahoma Attorney General's website. Filing a complaint with the Office of Civil Rights Enforcement is a prerequisite to filing suit in court, but it does not conflict with or affect any other rights you may have under state or federal law, local ordinance, your employer's policies or procedures, or pursuant to a collective bargaining agreement.

To preserve your right to seek legal relief in court, you must file a complaint with the Office of Civil Rights Enforcement **within 180 days** of the last alleged act of discrimination.

<sup>1</sup>Title 25, Oklahoma Statutes, Section 1302