



Article IV of the Baltimore City Code prohibits discrimination in employment because of RACE, RELIGION, COLOR, NATIONAL ORIGIN, ANCESTRY, SEX, PHYSICAL or MENTAL DISABILITY, AGE, SEXUAL ORIENTATION, GENDER IDENTITY or EXPRESSION, and MARITAL STATUS (the prohibitions of age discrimination are limited to individuals who are at least 18 years of age but less than 65 years of age.)

# DISCRIMINATION IS UNLAWFUL

## EQUAL TREATMENT FOR ALL CITIZENS IS THE POLICY OF BALTIMORE CITY

### The employment section of the law applies in Baltimore City to

- PRIVATE EMPLOYERS WITH 15 OR MORE EMPLOYEES
- ALL LABOR ORGANIZATIONS
- ALL EMPLOYMENT AGENCIES, PUBLIC AND PRIVATE
- CITY AGENCIES

### It is UNLAWFUL for an employer

- TO DISCRIMINATE WITH RESPECT TO RECRUITMENT, HIRING, FIRING, AND PLACEMENT
- TO DENY EQUAL OPPORTUNITY FOR UP-GRADING OR PROMOTION
- TO DISCRIMINATE IN THE AREAS OF TENURE, COMPENSATION, AND OTHER CONDITIONS AND PRIVILEGES OF EMPLOYMENT

### It is UNLAWFUL for a labor organization

- TO DENY TO ANY INDIVIDUAL AN EQUAL OPPORTUNITY TO PARTICIPATE IN TRAINING AND APPRENTICESHIP PROGRAMS
- TO LIMIT, CLASSIFY OR SEGREGATE ITS MEMBERSHIP
- TO DENY EQUAL OPPORTUNITIES FOR MEMBERSHIP

### It is UNLAWFUL for an employment agency to discriminate by

- IMPROPERLY CLASSIFYING A JOB APPLICANT
- FAILING TO REFER AN INDIVIDUAL FOR EMPLOYMENT

### It is UNLAWFUL for an apprenticeship training program

- TO DISCRIMINATE WITH RESPECT TO RECRUITMENT, MEMBERSHIP, ADMISSION, PLACEMENT OR CONDITIONS OF EMPLOYMENT OR TRAINING

## YOU ARE PROTECTED IN YOUR RIGHT TO FILE A COMPLAINT

It is unlawful for any employer, employment agency or labor organization to retaliate or discriminate in any manner against an individual because he has made a complaint, testified or assisted in any manner in any investigation, proceeding or hearing conducted by the Community Relations Commission.

Except when they pertain to continuous discrimination, complaints must be filed within 180 days of the alleged discriminatory act.

Discrimination is also prohibited in places of public accommodations, educational institutions, health and welfare agencies and housing.



## BALTIMORE COMMUNITY RELATIONS COMMISSION

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