

# KNOW YOUR RIGHTS

## YOU HAVE A RIGHT TO:

- ▶ Not be harassed or discriminated against (treated less favorably) because of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, disability, age (40 or older under Federal law), parenthood, marital status, changes in marital status or genetic information (including family medical history).
- ▶ Receive equal pay for equal work.
- ▶ Receive reasonable accommodations (changes to the way things are normally done at work) that are needed because of your medical condition or religious beliefs, if required by law.
- ▶ Expect that any medical information or genetic information that you share with your employer will be kept confidential.
- ▶ Report discrimination, participate in a discrimination investigation or lawsuit, or oppose discrimination (for example, threaten to file a discrimination complaint), without being retaliated against (punished) for doing so.



Were you the victim of discrimination? Need to file a complaint? Looking for guidance on a discrimination issue? Contact the Alaska State Commission for Human Rights: (907) 274-4692, or (800) 478-4692, or [hrc@alaska.gov](mailto:hrc@alaska.gov), or [humanrights.alaska.gov](http://humanrights.alaska.gov); or the U.S. Equal Employment Opportunity Commission at (800) 669-4000 or [www.eeoc.gov](http://www.eeoc.gov).