



Protected Classes in Employment

- ❖ **Age**
- ❖ **Ancestry**
- ❖ **Color**
- ❖ Criminal record (in state employment and licensing)
- ❖ Genetic information
- ❖ **Learning disability**
- ❖ Marital status
- ❖ **Past or present history of mental disability**
- ❖ **Intellectual disability**
- ❖ **National origin**
- ❖ **Physical disability**
- ❖ **Prior protected activity**
- ❖ **Race**
- ❖ **Religion**
- ❖ **Sex, including pregnancy and sexual harassment**
- ❖ Sexual orientation
- ❖ Gender identity or expression
- ❖ Workplace hazards to reproductive systems
- ❖ *Veterans*