

PROTECTED CATEGORIES UNDER STATE AND FEDERAL LAW

	Employment		Housing		Public Accommodations	Credit
	State	Federal	State	Federal	State	State
Race	√	√	√	√	√	√
Color	√	√	√	√	√	√
Religion	√	√	√	√	√	√
Ancestral Origin	√	√	√	√	√	√
Sex[1]	√	√	√	√	√	√
Disability[2]	√	√	√	√	√	√
Age[3]	√	√	√		√	√
Sexual Orientation[4]	√	√	√	√	√	√
Gender Identity or Expression[5]	√	√	√	√	√	√
Familial Status			√	√		√
Marital Status			√	*		√
Status as a Victim of Domestic Abuse			√	*		
Housing Status[6]			√			
Conviction Status[7]	√					
Military Status[8]			√			√
Lawful Source of Income[9]			√			
Retaliation	√	√	√	√	√	√

1 Includes sexual harassment and discrimination on the basis of pregnancy status.

2 Includes physical and mental disabilities.

3 Protects individuals 40+ years of age in Employment; protects individuals 18+ years of age in Housing, Public Accommodations and Credit.

4 Protects individuals who are heterosexual, homosexual or bisexual.

5 Includes an individual's actual or perceived gender, as well as an individual's gender identity, gender-related self-image, gender-related appearance, or gender-related expression, whether or not that gender identity, gender-related self-image, appearance or expression is different from that traditionally associated with that individual's sex at birth.

6 "Housing Status" means the status of having or not having a fixed or regular residence, including the status of living on the streets or in a homeless shelter or similar temporary residence.

7 Prohibits employers from inquiring before a first interview, either via an employment application or otherwise, whether an applicant has been convicted of a crime. Certain exceptions apply.

8 “Military Status” means status as a service member in the Armed Forces, or status as a veteran with an honorable discharge or an honorable or general administrative discharge.

9 “Lawful Source of Income” means and includes any income, benefit or subsidy derived from: child support; alimony; Social Security; Supplemental Security Income; any other federal, state or local public assistance program, including, but not limited to: medical or veterans assistance; any federal, state or local rental assistance or housing subsidy program, including Section 8 Housing Choice Vouchers as authorized by 42 U.S.C. § 1437; and any requirement associated with such public assistance, rental assistance or housing subsidy program.

* Federal law prohibits discrimination on this basis in certain instances.