

Sardar Law Firm

New York City Law also prohibits your employer from making statements, asking questions during interviews or circulating job announcements that suggest a preference for or prejudice against hiring individuals based on the groups listed above. The Law also applies to employment agencies and labor organizations.

If you take time off for **religious observance**, the employer **does not have to pay** for the time taken off and may require you to make up the time.

Filing a NYC Complaint:

At the Enforcement Bureau of the City's Commission on Human Rights, located at 40 Rector Street, 9th Floor, in lower Manhattan. **The Law requires that the complaint be filed within one year of the last alleged act of discrimination.**

You must make an appointment for an Intake interview. Complaints will not be taken at the office without an appointment. To schedule an appointment, please call (212) 306-7450.

You will meet with a Human Rights Specialist or a staff attorney. To expedite the interview process, you should bring all relevant information covered in the complaint with you such as names, addresses and phone numbers of the people or organizations you are charging and the exact dates of the events

For more information, please visit www.sardarlawfirm.com or call us at 631.838.0178.

Contact us with any questions:

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This material may include attorney advertising.

EMPLOYMENT DISCRIMINATION

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Know Your Rights.

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What Does New York State Protect Me From?

New York State law protects you from employment discrimination on the basis of:

- Race and Color
- Creed
- National Origin
- Sex
- Age
- Disability
- Sexual Orientation
- Marital and Familial Status
- Military Status
- Arrest or Conviction Record
- Predisposing Genetic Characteristics

The opportunity to obtain employment without discrimination on such basis is YOUR civil right.

What Constitutes Such Discrimination?

Any unwelcome advance or conduct on the job that creates an:

- intimidating, hostile, or offensive working environment

Discriminatory behavior includes:

- repeated offensive or belittling jokes
- a workplace full of offensive insults and materials
- outright assault

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What is Religious and National Origin Discrimination?

Title VII of the Civil Rights Act of 1964 and New York State and City law prohibits discrimination against employees/applicants because of their race with regard to:

- hiring, termination, promotion,
- compensation, job training, and privileges

Employers cannot treat employees less, or more, favorably because of their religious beliefs and practices.

Employers cannot require employees to participate or not participate in religious practices as a condition of employment.

Employers are required to reasonably accommodate the employees' sincerely held religious beliefs or practices, provided that the employer does not suffer an undue hardship on the employer's legitimate business interests.

I Was Discriminated Against: What should I do?

You have legal recourse under Federal, New York State and City laws:

Federal: Title VII of the Civil Rights Act of 1964. Prohibition on basis of Affiliation, Physical or Cultural Traits, Perception (Beard, Turban), or Association.

Covers employers with 15 or more employees.

Recourse: File a Charge within 180 days from time of violation, at Equal Employment Opportunity Commission (EEOC) Office, 33 Whitehall St., New York. 1-800-669-4000.

New York State:

Within 365 days, file a Complaint at your nearest New York State **Division of Human Rights Office**. **Covers employers with less than 15 employees.**

Where applicable, you must provide:

- Any names, titles, addresses, and phone numbers of all persons alleged to have discriminated against you.
- Photocopies of any documentation that supports the allegations made in your complaint.
- If possible, supply the correct names and addresses of any witnesses to the alleged act(s).

Upon investigation, the Office will determine the merit of your claim, and proceed accordingly, including obtaining back pay and damages.

New York City:

The NYC Human Rights Law protects employees in organizations that have **four or more workers**.

The Law prohibits discrimination in hiring and firing as well as work assignments, salary, benefits, promotions, performance evaluations, and discipline based upon race, color, creed, age, national origin, alienage or citizenship status, gender (including gender identity and sexual harassment), sexual orientation, disability, arrest or conviction record, marital status, partnership status, or status as a victim of domestic violence, stalking and sex offenses.

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