

Complaint Basis - Legal Authority

Basis	Federal	State
Race / Color	Title VII - Civil Rights Act of 1964 (Title VII)	NYS Human Rights Law (Human Rights Law)
Creed / Religion	Title VII	Human Rights Law
National Origin	Title VII	Human Rights Law
Sex (Gender)	Title VII Equal Pay Act of 1963 (EPA)	Human Rights Law (includes gender, pregnancy, sexual harassment)
Sexual Orientation	Civil Service Act of 1978 (Federal Employees only)	Human Rights Law (heterosexuality, homosexuality, bisexuality or sexual harassment)
Age	Age Discrimination Employment Act 1967 (ADEA) (40 years and older)	Human Rights Law (18 years & older)
Marital Status	Title VII	Human Rights Law
Disability	Americans with Disabilities Act of 1990 (ADA)*	Human Rights Law**
Prior Arrest / Conviction Record		Human Rights Law NYS Correction Law
Veteran Status	Executive Order 11246 S.4212 Vietnam Era Veteran Readjustment Assistance Act	NYS Executive Order 6 (as extended by Executive Order 32)
Genetic Predisposition or Carrier Status		Human Rights Law
Retaliation	Title VII	Human Rights Law

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*Definition - An individual with a disability under the ADA is a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment. Major life activities are activities that an average person can perform with little or no difficulty such as walking, breathing, seeing, speaking, learning and working.

**Definition - Disability is defined as a physical, mental or medical impairment resulting from anatomical, physiological, genetic or neurological conditions which prevents the exercise of a normal bodily function or is demonstrable by medically accepted clinical or laboratory diagnostic techniques or a record of such an impairment or a condition regarded by others as such an impairment provided, however, the term shall be limited to disabilities which, upon provision of reasonable accommodations, do not prevent the complainant from performing in a reasonable manner the activities involved in the job or occupation sought or held,