



FAIR EMPLOYMENT IN MASSACHUSETTS POSTER REQUIREMENT

(Updated August 2013 to include gender identify as protected class)

Applicants to and employees of private employers with 6 or more employees, state and local governments, employment agencies and labor organizations are protected under Massachusetts General Laws Chapter 151B from discrimination on the following bases: **RACE, COLOR, RELIGION, NATIONAL ORIGIN, AGE, SEX, GENDER IDENTITY, SEXUAL ORIENTATION, GENETIC INFORMATION, ANCESTRY, MILITARY SERVICE**

M.G.L. c. 151B protects applicants and employees from discrimination in hiring, promotion, discharge, pay, benefits, training, classification and other aspects of employment on the basis of race, color, religion, national origin (including language proficiency), age (if you are 40 years old or older), sex (including pregnancy), **gender identity**, sexual orientation, genetic information, ancestry, and military service. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose an undue hardship.

HARASSMENT

Sexual harassment includes sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (a) submission to or rejection of such advances, requests or conduct is made explicitly or implicitly a term or condition of employment or as a basis for employment decisions; (b) such advances, requests or conduct have the purpose or effect of unreasonably interfering with a person's work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment. ***The law also prohibits harassment based on the protected classes set forth above.***

MATERNITY LEAVE

The law requires employers to grant a female employee who has completed an initial probationary period and has given 2 weeks' notice, at least eight (8) weeks of paid or unpaid leave for the purpose of childbirth, adoption of a child under 18, or adoption of a child under 23 years old if the child is mentally or physically disabled.

Contact PeopleSpan to receive your **free workplace poster** which includes MA sections on: Disability, Inquiries About Mental Health Facility Admission, Criminal History Inquiries, Retaliation