

LAWS PROTECTING WORKERS IN IDAHO AGAINST DISCRIMINATION
In EMPLOYMENT

STATUTES:	<ol style="list-style-type: none"> 1. TITLE VII of the Civil Rights Act of 1964, as amended. 2. Age Discrimination in Employment Act of 1967. 3. Americans with Disabilities Act of 1990, as amended. 4. Equal Pay Act of 1963 	<ol style="list-style-type: none"> 5. TITLE 67, CHAPTER 59 of the Idaho Code 6. Title 44, Chapter 17 of the Idaho Code
ENFORCEMENT AGENCY:	<p style="text-align: center;">Equal Employment Opportunity Commission Seattle District Office 909 1st Avenue, Suite 400 Seattle, WA 98104-1061 t) 206-220-6883 f) 206-220-6911 www.eeoc.gov</p>	<p style="text-align: center;">Idaho Human Rights Commission 317 West Main Street Boise, ID 83735-0660 t) 208-334-2873 f) 208-334-2664 e-mail) inquiry@ihrc.Idaho.gov www.humanrights.idaho.gov</p>
BASIS:	Race, sex, religion, national origin, color, disability and age (40+) in <u>employment</u>	Race, sex, religion, national origin, color, disability and age (40+) in <u>employment</u>
ISSUES:	<ul style="list-style-type: none"> • Hiring • Firing • Recruitment • Promotion • Pay and fringe benefits • All other terms and conditions of employment • Retaliation 	<ul style="list-style-type: none"> • Hiring • Firing • Recruitment • Promotion • Pay and fringe benefits • All other terms and conditions of employment • Retaliation
JURISDICTIONAL REQUIREMENTS:	An "Employer" means a person, wherever situated, who hires fifteen (15) or more employees for each working day in each of twenty (20) or more calendar weeks in the current or preceding calendar year whose services are to be partially or wholly performed in the state of Idaho, except for domestic servants hired to work in and about the person's household. FOR AGE CASES, the employer must have 20 or more employees.	An "Employer" means a person, wherever situated, who hires five (5) or more employees for each working day in each of twenty (20) or more calendar weeks in the current or preceding calendar year whose services are to be partially or wholly performed in the state of Idaho, except for domestic servants hired to work in and about the person's household.
ADMINISTRATIVE AGENCY FILING TIME LIMIT:	In IDAHO, 300 days from the incident date of the Discriminatory act.	365 days from the incident date of the Discriminatory act.
FILING IN COURT:	90 days from the <u>date</u> of receipt of the Notice of Right to Sue	90 days from the <u>date of issuance</u> of the Notice of Right to Sue.
OTHER AREAS OF JURISDICTION:	Section 501 & 505 of the 1973 Rehab Act. Civil Rights Act of 1991	Discrimination in Housing, Public Accommodations, and Education.