## Are You a Victim of Employment Discrimination?

- Were you denied a job because of your race or color?
- Are you a female working in the same position as a male but paid a lower salary?
- Were you terminated from your job because of your pregnancy?
- Did a company refuse to hire you because you use a wheelchair even though you were the most qualified candidate?
- Were you denied a promotion because you are age 40 or older?
- Were you terminated from your job because you protested an act of discrimination?

If you believe you have been subjected to discrimination you should promptly contact the Fairfax County Office of Human Rights and Equity Programs at 703-324-2953, TTY 703-324-2900 or online at www.fairfaxcounty.gov/hrc.

**Human Rights Commission**
**Fairfax County, Virginia**
**12000 Government Center Pkwy**
**Suite 318**
**Fairfax, VA 22035-0093**
**Tel: 703-324-2953**
**TTY: 703-324-2900**
**www.fairfaxcounty.gov/hrc**

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Fairfax County is committed to nondiscrimination on the basis of disability in all county programs, services and activities. Reasonable ADA accommodations and alternative information formats will be provided upon request.

February 2009

# Employment Discrimination

## Know Your Rights

**Fairfax County Human Rights Commission**
**Office of Human Rights and Equity Programs**
**Human Rights Division**

## Who We Are

The Fairfax County Human Rights Commission enforces the Fairfax County Human Rights Ordinance of 1974. The Commission receives and investigates complaints filed by any person who believes he or she has been subjected to discrimination.

Under the Ordinance it is unlawful for employers having four or more employees, employment agencies and labor organizations operating in Fairfax County from discriminating against a person based on his or her membership in a protected class.

The Commission also provides educational services regarding compliance with the Ordinance to residents, employers, employment agencies and labor organizations operating in Fairfax County.

### Protected classes:

- Race
- National origin
- Color
- Religion
- Age
- Disability
- Sex
- Marital status

### The law prohibits employment discrimination against an individual with regard to the following:

- Recruitment
- Hiring
- Promotion
- Termination
- Job transfer
- Job training
- Wages
- Any other term, condition or privilege of employment

Employees have the right to work in an environment free of discrimination and harassment, including, but not limited to, sexual harassment and racial harassment. Additionally, it is unlawful to retaliate against someone due to his or her participation in a protected activity including filing a charge of discrimination, testifying, assisting or participating in any investigation, proceeding or hearing.

## How to File a Complaint

Any individual who believes that he or she has been subjected to unlawful discrimination may file a complaint with the Office of Human Rights and Equity Programs within 365 days of the alleged discrimination. Complaints are taken in person or by telephone. The filing of a complaint begins the investigative process.

Once a complaint has been filed, both parties to the complaint will be provided with the option to participate in mediation facilitated by one of our mediators. If the parties choose not to participate in mediation or if mediation is unsuccessful, the investigation continues.

Through a series of steps, which may include document requests, witness interviews and site visits, Commission staff will issue a determination on whether or not there is probable cause to believe discrimination has occurred.