

# DISCRIMINATION IS ILLEGAL

State and federal laws prohibit harassment and discrimination in hiring, terms and conditions, promotion, discharge, salary, benefits, and other aspects of employment based on race, color, religion, ancestral origin, sex, sexual orientation\*, gender identity or expression \*, physical or mental disability or age (over 40).

*\*State law only*

State law also prohibits employers from asking applicants about arrest records, and makes it unlawful to ask about convictions until at or after a first interview (with certain exceptions).



**You have the *right* to a workplace free of harassment and discrimination.**

Report incidents of harassment and discrimination to the Commission for Human Rights and the company representative named below

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Location: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_

Rhode Island  
Commission for Human Rights  
180 Westminster Street  
Third Floor  
Providence, RI 02903  
401-222-2661  
TDD: 401-222-2664  
[www.richr.ri.gov](http://www.richr.ri.gov)

**WE ARE AN EQUAL OPPORTUNITY EMPLOYER**