Hello, from the Student Legal Lounge!

The Student Legal Lounge is a student-led and Associated Students funded legal resource at Humboldt State University. We serve students searching for an attorney, in understanding the full scope of their legal rights, and if those rights have been violated.

We are not attorneys or legal advisors.

As a resource center, our goal is to assist students navigating the legal world around them.

Within this brochure you will find all the information you need to defend your right as a potential or formal employee.
Workplace Discrimination

- Discrimination in employment occurs when an employee is treated unfavorably because of gender, sexuality, race, religion, pregnancy and maternity or disability.

Workplace Harassment

- Harassing behavior occurs whenever an employee:
  - Must work in an offensive environment as condition of their employment; or
  - The offensive conduct or behavior is strong enough to create a hostile or intimidating work environment
- Harassment is a form of employment discrimination and is illegal under both federal and California law.
- For behavior to be illegal, the conduct and/or policies must create a hostile work environment that any other reasonable person could not tolerate.

What to Do When You Are Harassed/Discriminated

- **Review** your company’s anti-discriminatory policy and federal and state laws.
- **Make a record** of the offensive actions and keep anything left for you.
- **Bring awareness** of the incident(s) to your employer/manager.
- **Make an internal complaint** through the company’s procedures.
- **Get outside help.** If your employer is unresponsive, contact an attorney or the EEOC or the DFEH.

TO "DISCRIMINATE" AGAINST SOMEONE MEANS TO TREAT THAT PERSON DIFFERENTLY, OR LESS FAVORABLY, FOR SOME REASON

HSU Resources

- HSU Title IX & Discrimination, Harassment, & Retaliation Prevention
- HSU Office of Student Rights & Responsibilities
- HSU Human Resources & Academic Personnel Services

State and Federal Resources

- California Department of Fair Employment and Housing
- US Equal Employment Opportunity Commission

FEDERAL LAW

- **UNDER FEDERAL LAW, IT IS ILLEGAL TO DISCRIMINATE AGAINST SOMEONE ON THE BASIS OF:**
  - **RACE**
  - **COLOR**
  - **RELIGION**
  - **NATIONAL ORIGIN**
  - **SEX (PREGNANCY AND MATERNITY)**
  - **AGE**
  - **PHYSICAL OR MENTAL DISABILITY**
  - **GENETIC INFORMATION**

CALIFORNIA LAW

- **IT IS ILLEGAL FOR EMPLOYERS OF 5 OR MORE EMPLOYEES TO DISCRIMINATE AGAINST SOMEONE BASED ON THE CATEGORIES MENTIONED ABOVE, ALONG WITH THE FOLLOWING CATEGORIES:**
  - **GENDER**
  - **GENDER IDENTITY**
  - **SEXUAL ORIENTATION**
  - **MARITAL STATUS**
  - **MILITARY/VETERAN STATUS**
- **IT ALSO PROHIBITS HARASSMENT BASED ON THE PROTECTED CATEGORIES ABOVE IN ALL WORKPLACES, EVEN THOSE WITH FEWER THAN 5 EMPLOYEES.**

FEDERAL AND CALIFORNIA LAW

- **EMPLOYEES ARE PROTECTED AGAINST RETALIATION FOR GOING FORWARD WITH A CLAIM REGARDING DISCRIMINATION IN THE WORKPLACE.**