

PROSPECTIVE EMPLOYEE'S RELIGIOUS OBSERVANCES OR PRACTICE WITHOUT UNDUE HARDSHIP ON THE CONDUCT OF THE EMPLOYER'S BUSINESS.

19.

(A) It shall be an unlawful employment practice for an employer:

(a) (1) To fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, [creed] RELIGION, sex, age or national origin; or

(2) TO LIMIT, SEGREGATE, OR CLASSIFY HIS EMPLOYEES OR APPLICANTS FOR EMPLOYMENT IN ANY WAY WHICH WOULD DEPRIVE OR TEND TO DEPRIVE ANY INDIVIDUAL OF EMPLOYMENT OPPORTUNITIES OR OTHERWISE ADVERSELY AFFECT HIS STATUS AS AN EMPLOYEE, BECAUSE OF THE INDIVIDUAL'S RACE, COLOR, RELIGION, SEX, AGE OR NATIONAL ORIGIN.

(b) It shall be an unlawful employment practice for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of his race, color, [creed] RELIGION, sex, age or national origin, or to classify or refer for employment any individual on the basis of his race, color, [creed] RELIGION, sex, age or national origin;

(c) It shall be an unlawful employment practice for a labor organization: (1) to exclude or to expel from its membership, or otherwise to discriminate against, any individual because of his race, color, [creed] RELIGION, sex, age or national origin; (2) to limit, segregate or classify its membership, or to classify or fail or refuse to refer for employment any individual, in any way which would deprive or tend to deprive any individual of employment opportunities, or would limit such employment opportunities or otherwise adversely affect his status as an employee or as an applicant for employment, because of such individual's race, color, [creed] RELIGION, sex, age or national origin; or (3) to cause or attempt to cause an employer to discriminate against an individual in violation of this section;

(d) It shall be an unlawful employment practice for any employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or retraining, including on-the-job training programs to discriminate against any individual because of his race, color, [creed,] RELIGION,, sex, age or national origin in admission to, or employment in, any program established to provide apprenticeship or other training;

(e) It shall be an unlawful employment practice for an employer, labor organization, or employment agency to print or cause to be printed or published any notice or advertisement relating to employment by such an employer or membership in or any classification or referral for employment by such a labor organization, or relating to any classification or referral for employment by such an agency, indicating any preference, limitation, specification, or discrimination, based on race, color, [creed] RELIGION, sex, age or national origin, except that such a notice or advertisement may indicate a preference, limitation, specification, or discrimination based on [creed] RELIGION, sex, age or national origin when [creed] RELIGION, sex, age or national origin is a bona fide occupational qualification for employment;