

COUNTY LOCAL LAWS

any individual's employment opportunities or status as an employee because of race, color, religious creed, ancestry, national origin, age, sex or marital status; to prohibit an employment agency from failing or refusing to refer or otherwise discriminate against any individual; to prohibit labor organizations from excluding or expelling from their membership or otherwise discriminate against any individual due to race, color, religious creed, ancestry, national origin, age, sex or marital status; to prohibit any person to cause or coerce or attempt directly or indirectly to cause or coerce any person to discriminate against an individual; to prohibit any person, employer, labor organization or employment agency from printing or otherwise publishing any notice or advertisement relating to employment which indicates any preference, limitation, or specification based on race, color, religious creed, ancestry, national origin, age, sex or marital status, except when such a preference, limitation or specification is a bona fide occupational qualification for employment; to provide that it shall be an unlawful employment practice for an employer to hire an employee, for an employment agency to classify or refer for employment any individual, or for a labor organization to classify its membership, on the basis of race, color, religious creed, age, sex, marital status, national origin or ancestry, except in those certain instances where such basis is a bona fide occupational qualification reasonably necessary to the normal operation of the particular business or enterprise; to establish a commission panel on employment, and to provide for the membership and appointment thereto; to authorize the commission panel to carry out adjudicatory and enforcement functions pertaining to discrimination in employment; to authorize the panel to make, issue, adopt, promulgate, and amend, subject to the approval of the County Council, rules and regulations necessary to effectuate the provisions of this Act; to provide for the filing of written complaints to the commission; to provide for the procedure for investigation, conciliation and enforcement; to provide for notice of public hearing on complaints; to provide for the disposition of complaints following public hearing by the commission after consultation with the County Attorney; to authorize the commission panel to issue cease and desist orders and to take other affirmative action including, but not limited to, reinstatement or hiring of employees with or without back pay, as will effectuate the purposes of this Act; to authorize the County Attorney to institute civil proceedings to obtain compliance with a commission panel's order; to authorize the commission panel to certify a matter to the County Attorney in order that the County Attorney may bring injunctive action under certain circumstances; to provide that any person who has been