

MONTGOMERY COUNTY

27-30. UNLAWFUL EMPLOYMENT PRACTICES.

(1) IT SHALL BE AN UNLAWFUL EMPLOYMENT PRACTICE TO DO ANY OF THE FOLLOWING ACTS BECAUSE OF THE RACE, COLOR, RELIGIOUS CREED, ANCESTRY, NATIONAL ORIGIN, AGE, SEX OR MARITAL STATUS OF ANY INDIVIDUAL OR BECAUSE OF ANY REASON THAT WOULD NOT HAVE BEEN ASSERTED BUT FOR THE RACE, COLOR, RELIGIOUS CREED, ANCESTRY, NATIONAL ORIGIN, AGE, SEX OR MARITAL STATUS OF THE INDIVIDUAL;

(A) FOR AN EMPLOYER:

(1) TO FAIL OR REFUSE TO HIRE, OR TO DISCHARGE, ANY INDIVIDUAL, OR OTHERWISE TO DISCRIMINATE AGAINST ANY INDIVIDUAL WITH RESPECT TO COMPENSATION, TERMS, CONDITIONS, OR PRIVILEGES OF EMPLOYMENT; OR

(2) TO LIMIT, SEGREGATE, OR CLASSIFY EMPLOYEES IN ANY WAY WHICH WOULD DEPRIVE OR TEND TO AFFECT ADVERSELY ANY INDIVIDUAL'S EMPLOYMENT OPPORTUNITIES OR STATUS AS AN EMPLOYEE;

(B) FOR AN EMPLOYMENT AGENCY TO FAIL OR REFUSE TO REFER FOR EMPLOYMENT, TO ASSIGN JOB CLASSIFICATIONS TO, OR TO CLASSIFY OR REFER FOR EMPLOYMENT, OR OTHERWISE TO DISCRIMINATE AGAINST, ANY INDIVIDUAL;

(C) FOR A LABOR ORGANIZATION;

(1) TO EXCLUDE OR TO EXPEL FROM ITS MEMBERSHIP, OR OTHERWISE TO DISCRIMINATE AGAINST, ANY INDIVIDUAL; OR

(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 EQUAL EMPLOYMENT OPPORTUNITIES, OR WOULD AFFECT ADVERSELY THE INDIVIDUAL'S EMPLOYMENT OPPORTUNITIES OR STATUS AS AN EMPLOYEE, OR AS AN APPLICANT FOR EMPLOYMENT; OR

(3) TO CAUSE OR ATTEMPT TO CAUSE AN EMPLOYER TO DISCRIMINATE AGAINST AN INDIVIDUAL IN VIOLATION OF THIS SECTION;

(D) FOR ANY EMPLOYER, LABOR ORGANIZATION, OR JOINT LABOR-MANAGEMENT COMMITTEE CONTROLLING APPRENTICESHIP OR OTHER TRAINING PROGRAMS, TO DISCRIMINATE AGAINST ANY INDIVIDUAL IN ADMISSION TO, OR EMPLOYMENT IN, ANY PROGRAM ESTABLISHED TO PROVIDE APPRENTICESHIP OR OTHER TRAINING.

(2) IT SHALL BE A VIOLATION OF THIS ARTICLE FOR