

## COUNTY LOCAL LAWS

ANY PERSON TO CAUSE OR COERCE, OR ATTEMPT TO CAUSE OR COERCE, DIRECTLY OR INDIRECTLY, RETALIATION AGAINST ANY PERSON BECAUSE SUCH PERSON HAS LAWFULLY OPPOSED ANY ACT OR FAILURE TO ACT THAT IS A VIOLATION OF THIS ARTICLE OR HAS, IN GOOD FAITH, FILED A COMPLAINT, TESTIFIED, PARTICIPATED OR ASSISTED IN ANY WAY IN ANY PROCEEDING OR INVESTIGATION UNDER THIS ARTICLE, OR TO PREVENT ANY PERSON FROM COMPLYING WITH THIS ARTICLE. IT SHALL ALSO BE A VIOLATION OF THIS ARTICLE FOR ANY PERSON TO ASSIST IN, COMPEL, OR COERCE THE DOING OF ANY ACT DECLARED TO BE AN UNLAWFUL EMPLOYMENT PRACTICE UNDER THIS ARTICLE, OR TO OBSTRUCT OR PREVENT ENFORCEMENT OR COMPLIANCE WITH THE PROVISIONS OF THIS ARTICLE, OR TO ATTEMPT DIRECTLY OR INDIRECTLY TO COMMIT ANY ACT DECLARED BY THIS ARTICLE TO BE AN UNLAWFUL EMPLOYMENT PRACTICE.

(3) IT SHALL BE A VIOLATION OF THIS ARTICLE FOR ANY PERSON, EMPLOYER, LABOR ORGANIZATION, OR EMPLOYMENT AGENCY TO PRINT OR PUBLISH OR CAUSE TO BE PRINTED OR PUBLISHED, ANY NOTICE OR ADVERTISEMENT RELATING TO EMPLOYMENT BY SUCH EMPLOYER, OR MEMBERSHIP IN OR ANY CLASSIFICATION OR REFERRAL FOR EMPLOYMENT BY SUCH LABOR ORGANIZATION, OR RELATING TO ANY CLASSIFICATION OR REFERRAL FOR EMPLOYMENT BY SUCH EMPLOYMENT AGENCY, INDICATING ANY PREFERENCE, LIMITATION, OR SPECIFICATION BASED ON RACE, COLOR, RELIGIOUS CREED, ANCESTRY, NATIONAL ORIGIN, AGE, SEX, OR MARITAL STATUS, EXCEPT THAT SUCH A NOTICE OR ADVERTISEMENT MAY INDICATE A PREFERENCE, LIMITATION OR SPECIFICATION WHICH IS A BONA FIDE OCCUPATIONAL QUALIFICATION FOR EMPLOYMENT REASONABLY NECESSARY TO THE NORMAL OPERATION OF THE PARTICULAR BUSINESS OR ENTERPRISE.

(4) NOTWITHSTANDING ANY OTHER PROVISION OF THIS ARTICLE, IT SHALL NOT BE AN UNLAWFUL EMPLOYMENT PRACTICE (I) FOR AN EMPLOYER TO HIRE AND EMPLOY EMPLOYEES, FOR AN EMPLOYMENT AGENCY TO CLASSIFY OR REFER FOR EMPLOYMENT ANY INDIVIDUAL, FOR A LABOR ORGANIZATION TO CLASSIFY ITS MEMBERSHIP OR TO CLASSIFY OR REFER FOR EMPLOYMENT ANY INDIVIDUAL, OR FOR AN EMPLOYER, LABOR ORGANIZATION OR JOINT LABOR-MANAGEMENT COMMITTEE CONTROLLING APPRENTICESHIP OR OTHER TRAINING OR RETRAINING PROGRAMS, TO ADMIT OR EMPLOY ANY INDIVIDUAL IN ANY SUCH PROGRAM, ON THE BASIS OF RACE, COLOR, RELIGIOUS CREED, AGE, SEX, MARITAL STATUS, NATIONAL ORIGIN, OR ANCESTRY IN THOSE CERTAIN INSTANCES WHERE SUCH BASIS IS A BONA FIDE OCCUPATIONAL QUALIFICATION REASONABLY NECESSARY TO THE NORMAL OPERATION OF THAT PARTICULAR BUSINESS OR ENTERPRISE, AND (II) FOR A RELIGIOUS CORPORATION, ASSOCIATION OR SOCIETY TO HIRE AND EMPLOY EMPLOYEES OF A PARTICULAR RELIGION TO PERFORM PURELY RELIGIOUS FUNCTIONS.

27-31. COMMISSION PANEL ON EMPLOYMENT; AUTHORITY;