

# DISCRIMINATION IS ILLEGAL

State and Federal laws prohibit harassment and discrimination in hiring, terms and conditions, promotion, discharge, salary, benefits, and other aspects of employment based on race, color, religion, ancestral origin, sex, sexual orientation\*, gender identity or expression \*, physical or mental disability or age (over 40).

\*State only

State law also prohibits employers from asking applicants about arrest records, and makes it unlawful to ask about convictions until at or after a first interview (with certain exceptions).

**You have the *right* to a workplace free of harassment and discrimination.**

Report incidents of harassment and discrimination to the Commission for Human Rights and the company representative named below:

Name: Nancy Clover \_\_\_\_\_

Title: President \_\_\_\_\_

Location: PO Box 2106, Methuen MA 01844 \_\_\_\_\_

Phone: 978-686-9739 \_\_\_\_\_

Email: nancy@occhealthconnections.com \_\_\_\_\_



**Rhode Island  
Commission for Human Rights  
180 Westminster Street  
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Providence, RI 02903  
401-222-2661  
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## WE ARE AN EQUAL OPPORTUNITY EMPLOYER