

## PROTECTED CLASSES IN THE CITY OF MADISON

- Age - applies to any person 18 and over.
- Arrest record - includes, but is not limited to, information indicating that a person has been questioned, apprehended, taken into custody or detention, held for investigation, arrested, charged with, indicted or tried for any felony, misdemeanor or other offense pursuant to any law enforcement or military authority. **(Employment and Public Accommodations Only)**
- Citizenship status - the immigration status and/or citizenship of any person.
- Color - refers to a person's skin color or pigmentation.
- Conviction record - includes, but is not limited to, information indicating that a person has been convicted of a felony, misdemeanor or other offense, placed on probation, fined, imprisoned or paroled pursuant to any law enforcement or military authority. **(Employment and Public Accommodations Only)**
- Credit history- any information by a consumer reporting agency bearing on a consumer's credit worthiness, credit standing, credit capacity, character, general reputation or personal characteristics. (See 15 USC 1681a(d)). **(Employment Only)**
- Domestic partners – two adults and their dependents that are in a relationship of mutual support and are living together.
- Familial status – living with or having custody of children less than 18 years of age. Includes stepchildren and foster children. It also applies to expectant mothers.
- Gender identity - identifying with or presenting oneself as the sex other than one's biological or legal sex at birth.
- Genetic identity -genetic information about a person that reveals what information they have coded in their DNA. **(Employment and Housing Only)**
- Handicap/Disability - means, with respect to a person: (1) a physical or mental impairment which substantially limits one or more of such person's major life activities; (2) a record of having such an impairment or (3) being regarded as having such impairment, but such term does not include current, illegal use of or addiction to a controlled substance.
- Homelessness
- Less than honorable discharge - means any general, undesirable, clemency, bad conduct or dishonorable discharge from the military service.
- Marital status - includes being married, separated, divorced, widowed, or single.

- National origin/ancestry - national origin refers to a person's, or his or her ancestor's, country of birth or because a person has physical, cultural or linguistic characteristics of a national origin group. Ancestry refers to the country, nation, tribe or other identifiable group of people from which a person descends. It can also refer to the physical, cultural or linguistic characteristics of the person's ancestors.
- Non-religion - a disbelief in the existence of deity: the doctrine that there is no deity; a person who does not have a definite belief about whether God exists or not a person who does not believe or is unsure of something
- Physical appearance – what a person looks like including scars, tattoos, piercings, hair color or style, height, weight, etc.
- Political beliefs – opinions, manifested in speech or association, concerning the social, economic and governmental structure of society and its institutions, unless preempted by state or federal law.
- Race - refers to a group of people united or classified together based on a common history, nationality or geography. It includes all races, not just members of a racial minority. Racial groups include American Indian, Alaska Native, Asian, Native Hawaiian, Pacific Islander, Black, African American, White and Bi-racial designations are also recognized.
- Religion - includes all aspects of religious observance and practice, as well as belief, unless an employer demonstrates inability to reasonably accommodate an employee's or prospective employee's religious observance or practice without undue hardship on the conduct of the employer's business.
- Retaliation - the Equal Opportunities Ordinance provides protection against retaliation only after a Complainant has "opposed any discriminatory practice under this ordinance or because he or she has made a complaint, testified or assisted in any proceedings under this ordinance."
- Sex – refers to male, female and pregnancy
- Sexual orientation – Emotional, romantic, or attraction to men, women, both genders, neither gender, or another gender. Includes homosexual, heterosexual, bisexual, pansexual, polysexual, asexual, etc.
- Source of income – is legally derived income that includes, but shall not be limited to, moneys received from public assistance, pension, and Supplementary Security Income (SSI) or rent assistance.
- Student status – the fact that such person is a student.
- Unemployment status --means the status of not having a job or employment, being available for work and seeking employment. It does not mean, nor is it unlawful discrimination to inquire into or to consider or act upon, the facts and

circumstances leading to the status or condition of unemployment. (**Employment Only**)

- Victim of domestic abuse, sexual assault or stalking (**Housing Only**)