

## **3-01/121.10 - Policy of Equality - Discrimination**

Discrimination is the disparate or adverse treatment of an individual based on or because of that individual's:

- Age (40 and over);
  - Ancestry;
  - Color;
  - Denial of family and medical care leave;
  - Disability (physical and mental, including HIV and AIDS);
  - Ethnicity;
  - Gender identity/gender expression;
  - Genetic information;
  - Marital status;
  - Medical condition (genetic characteristics, cancer, or a record or history of cancer);
  - Military or veteran status;
  - National origin (including language use restrictions);
  - Race;
  - Religion (includes religious dress and grooming practices);
  - Sex/gender (includes pregnancy, childbirth, breastfeeding, and/or related medical conditions);
  - Sexual orientation; and
  - Any other characteristic protected by state or federal law.
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