



Lincoln Commission on Human Rights

Know Your Rights

The Lincoln Commission on Human Rights is the primary city agency whose responsibility it is to administer and enforce all provisions of Title 11 of the Lincoln Municipal Code. It is the mission of LCHR to eliminate discrimination through civil rights law enforcement and to establish equal opportunity and justice for all persons within the City through advocacy and education. Areas of coverage are housing, employment, and public accommodation.



Lincoln Commission on Human Rights

440 South 8th Street, Suite 101
Lincoln, NE 68508

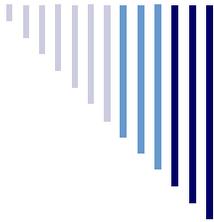
Phone: 402-441-7624
Fax: 402-441-6937
TDD: 402-441-8398
Email: smoody@ci.lincoln.ne.us
Website: www.ci.lincoln.ne.us

What To Do When Your Employer Discriminates Against You Because of Your Disability.



Let's pull together before we're torn apart.

Tel: 402-441-7624



Disability Rights

If you have a physical or mental impairment that substantially limits one or more major life activities, e.g. walking, seeing, speaking, or hearing, you should know what your workplace rights are. And if you have had a disability in the past or if your employer thinks you have a disability (but you don't), the Americans with Disabilities Act (ADA) and Title 11 of the Lincoln Municipal Code may protect you.

The ADA protects job applicants and workers against disability discrimination. One part of the ADA outlaws discrimination in job application procedures, hiring, training and other employment practices.



Have Any of These Things Ever Happened to You?

- You were fired when your boss refused to modify your work schedule to allow treatment for colon cancer, although you performed the essential functions of your job.
- You are blind, you've been sexually harassed by a coworker, and you're having trouble getting your employer to understand that a woman who is blind can be a target of sexual harassment.
- You use a wheelchair and have several years experience as a receptionist, but you didn't get hired because the employer wanted a person without an obvious disability dealing with customers.

Pregnancy Discrimination

Discrimination related to temporary disabilities caused by pregnancy may be illegal under the Pregnancy Discrimination Act.



What Can You Do If You Experience Discrimination?

- 1) If you think you've been discriminated against, write down what happened.
- 2) If you're working, continue doing a good job and keep a record of your work.
- 3) Find out how other people with disabilities have been treated.
- 4) Talk to your employer.
- 5) Call LCHR at 441-7624 and make an appointment to file a charge.
- 6) Remember discrimination based on a bona fide disability is **ILLEGAL**.

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