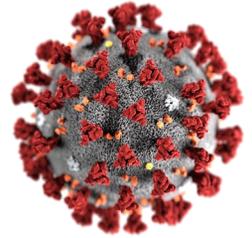


COVID-19 Discrimination in EMPLOYMENT



Am I being treated differently than other employees or applicants?

Employment discrimination is being treated differently because of a specific characteristic or belonging to a specific group. These protected classes include **Race, Color, Sex** (including sexual orientation, gender identity & expression), **National Origin, Ancestry, Marital Status, Religion, Disability, Age** and **Retaliation**. Examples of possible employment discrimination occurring in the COVID-19 pandemic include, but are not limited to:

Disability Discrimination

Your spouse works for a meat processing facility. Your employer informs you that you will not be allowed to come into work for that reason. Neither you nor any of your family members have COVID-19.

Your supervisor only asks *you* questions to determine if you have COVID-19.

You arrive at work only to be told you will not be allowed to work because another employee informed your employer that he/she suspects you or a family member has COVID-19. You do not have the illness.

You have an immune disorder and your supervisor insists on taking your temperature. This is only happening with a handful of employees, but not everyone.

You request to wear a mask at work as teleworking is not an option and you are in the high-risk group. Your employer informs you that is not allowed because it makes your clients "uncomfortable."

Age Discrimination

Your employer contacts you at home and tells you that you have been laid off due to COVID-19. You learn co-workers that are younger are still going in to work or teleworking. You are 68 years old.

National Origin Discrimination

After submitting your resume, an employer asks you to call to arrange for an interview. When the employer hears your accent on the phone, they tell you that the position has already been filled.

You have applied and interviewed for a position for which you are well-qualified. After a final Zoom interview is conducted, you are informed you were not chosen for the position. You are Asian/Pacific Islander.

Sex / Gender Discrimination

You just learned you are pregnant, inform your employer, and ask to telework but are denied. You learn a male co-worker in a similar position was allowed to telework.

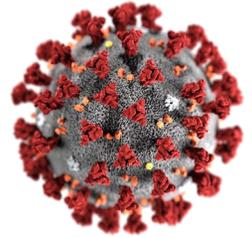
Your supervisor threatens to decrease your hours or fire you if you do not go on a date with or perform sexual favors for them.

How To Report Discrimination

The Lincoln Commission on Human Rights (LCHR) is a free, neutral resource that investigates potential discrimination within the City of Lincoln. Please contact LCHR if you feel like you may have been discriminated against, or would like more information. All inquiries are confidential.



COVID-19 Discrimination in HOUSING



Am I being treated differently than other tenants or applicants?

Housing discrimination is being treated differently because of a specific characteristic or belonging to a specific group. These protected classes include **Race, Color, Sex** (including sexual orientation, gender identity & expression), **National Origin, Ancestry, Marital Status, Religion, Disability, Familial Status** and **Retaliation**. Examples of possible housing discrimination occurring in the COVID-19 pandemic include, but are not limited to:

Disability Discrimination

A landlord/housing provider refuses to rent to you because they believe you have COVID-19.

Your landlord quarantines you or imposes different rules on you because they believe you have COVID-19.

Your landlord tells you to move out or they will evict you because they believe you, or someone you live with you, has COVID-19.

You need help taking care of yourself while you recover from COVID-19, but your landlord will not allow someone who is not on the lease to stay with you to provide you care.

You have an immune disorder and your landlord tells you that you cannot leave your apartment because it is dangerous, but does not tell other tenants this.

Your landlord tries to evict you, but your underlying disability makes you vulnerable for a severe, life-threatening response to COVID-19, and you need to remain in your home to self-isolate.

Familial Status Discrimination

Your landlord threatens to evict you because your kids are home all day because of COVID-19 and the neighbors complained the kids are making "too much noise."

National Origin Discrimination

Your landlord says they will not renew your lease or says they are going to evict you because you are from, or presumed to be from, another country severely impacted by COVID-19.

A landlord or housing provider indicates they have open units via email, but suddenly tells you the units are full after they talk to you on the phone / hear your accent.

Sex / Gender Discrimination

Your landlord, property manager or maintenance staff member wants sexual favors in exchange for lower rent.

Your landlord, property manager or maintenance staff member threatens to evict you, raise the rent, withhold repairs, or shut off water/utilities if you do not perform sexual acts.

Your landlord tries to evict you, or takes other action against you because of issues related to domestic or intimate partner violence

How To Report Discrimination

The Lincoln Commission on Human Rights (LCHR) is a free, neutral resource that investigates potential discrimination within the City of Lincoln. Please contact LCHR if you feel like you may have been discriminated against, or would like more information. All inquiries are confidential.

