



EMPLOYMENT DISCRIMINATION IS AGAINST THE LAW

As a job applicant, employee, or independent contractor in San Francisco, you are entitled to a workplace free from discrimination. Employers cannot treat you differently on the basis of the following “protected classes:”

Race/Color

Sex/Gender

Sexual Orientation

Gender Identity

National Origin

Place of Birth

Ancestry

Religion/Creed

Disability

HIV/AIDS Status

Age

Height or Weight

Additional protections are available at the State and Federal level. You are also protected even if you do not belong to a protected class, but your employer believes you are in that protected class (for example, assuming you have a different sexual orientation) or associated with a protected class (for example, dating a person of a different race).

YOU HAVE THE RIGHT

to a workplace free from discrimination, discriminatory harassment, and retaliation in recruitment, selection, hiring, compensation, terms and conditions, training, promotion, termination, reasonable accommodations for a disability, and more.

If you have a **conviction record**, you have additional protections under the Fair Chance Ordinance related to how an employer uses your record.

All-Gender Toilets

Toilets in any business that are (1) single-user and (2) open to the public or the business' employees must have signage indicating the single user toilet is All-Gender. These restrooms must also be made available to people of any gender identity.



Diaper-Changing Accommodations

All businesses with diaper-changing accommodations in their women's restroom must also have diaper-changing accommodations in men's or All-Gender restrooms.

If you think you have been discriminated against, contact the Human Rights Commission.

Services available in any language | Appointments Tuesday, Wednesday, and Thursday

25 Van Ness Ave. 8th Floor | (415) 252-2500 | hrc.info@sfgov.org | sf-hrc.org

