

## **Employment Discrimination**

**Note: The information provided is for informational purposes only, and not to be relied upon by you for your unique circumstances. You should always consult with an attorney if you believe you were discriminated against by your employer.**

Discrimination in employment on the basis of race, color, national origin, religion, sex (including pregnancy), disability, marital status or age is prohibited in Nebraska. In general, covered entities include most private and non-profit employers with 15 or more employees, but the size and types of businesses covered depends upon the laws. State and local government subdivisions of any size, along with employment agencies and labor organizations are covered.

There is a limit on the amount of time you have to file a discrimination claim against your employer. The information contained in this section is related to Nebraska resources only. The United States Equal Employment Opportunity Commission may also investigate claims. This is not an all exclusive list of resources.

### **Nebraska Equal Opportunity Commission**

If you believe you were discriminated against by your employer because of your race, color, religion, sex, national origin, disability, marital status, pregnancy, retaliation, whistleblower retaliation, age, or wage retaliation you can file a complaint with the Nebraska Equal Opportunity Commission (NEOC). If you want to file a claim with the Nebraska Equal Opportunity Commission for employment discrimination, it is 300 days from the date of harm.

Information on how to file a complaint is at this link:

<https://neoc.nebraska.gov/complaint/complaint.html>

You can begin the process online, by phone, or in-person at one of the NEOC's office locations. The NEOC office phone numbers are:

- Lincoln office at 402-471-2024 or 800-642-6112
- Omaha office at 402-595-2028 or 800-382-7820
- Scottsbluff office at 308-632-1340 or 800-830-8633

NEOC staff is available to take calls from 8:00 am until 5:00 pm, Monday through Friday. If staff is not available, or you call when the office is closed, you can leave a message and your call will be returned as soon as possible.

### **Lincoln Commission on Human Rights**

The Lincoln Commission on Human Rights (LCHR) is an agency of the City of Lincoln, and as such it can only investigate complaints that take place within Lincoln City limits. If you live in the City of Lincoln, and believe your employer discriminated against you on the basis of race, color, national origin, religion, sex (including pregnancy), disability, marital status or age, you can choose to file a complaint with the Lincoln Commission on Human Rights.

LCHR advises residents to be observant for any discriminatory responses or stigma related to the COVID-19 based on race, nationality, ethnicity, disability, religion or any other protected classes in our community.

To begin the process to file a complaint, call LCHR at 402-441-7624 or complete a [Human Rights Intake Questionnaire](#) to provide contact information as well as a general picture of the discrimination which occurred. Note it is not enough to simply complete the Intake Questionnaire. A LCHR Civil Rights Investigator will assist you in the filing of an official complaint (must be in writing, signed in front of a notary, etc.).

If your case does not fall under LCHR's jurisdiction, you will be referred to the appropriate agency.

### **[City of Omaha Human Rights and Relations Department](#)**

The Omaha Municipal Code prohibits discrimination because of race, color, creed, religion, national origin, **age, sex, disability, familial status, marital status, sexual orientation or gender identity** in connection with employment, housing, and public accommodation (bars, restaurants, hotels, etc.).

The City of Omaha's Human Rights and Relations Department (OHRRD) is responsible for the investigation, elimination, and prevention of all forms of socioeconomic disparities and prohibited discrimination in the areas of housing, employment, public accommodation, and contracting based on race, creed, color, religion, sex, national origin, age, disability, marital status, familial status, sexual orientation, gender identity, class or any other form of discrimination prescribed by ordinance or resolution.

If you live in the City of Omaha and believe your employer discriminated against you, you can file a complaint. The complaint must be filed within 180 days of the alleged act of discrimination. Here is a link to how to file a complaint against your employer.

<https://humanrights.cityofomaha.org/civil-rights/filing-a-charge>

The phone number for OHRRD is (402) 444-5055.