



ANTI-DISCRIMINATION

Delaware Discrimination Notice

Employers Are Prohibited By State Law From Discriminating Against Employees Because Of Their:

Perceived race/color; national origin; sex (including pregnancy); religion; disability; age (40+); genetic information;

Sexual orientation; gender identity; marital status; membership in volunteer emergency responder organization

(Volunteer firefighters, ambulance personnel, ladies auxiliary); victim of domestic violence, sexual assault, or

Stalking; family care responsibilities; reproductive health decisions; and retaliation for initiating a complaint of

Employment discrimination, or opposing or participating in the investigation of a discriminatory employment practice.

Employers of four (4) or more employees, labor organizations, employment agencies and joint labor management committees for apprenticeship or training are covered by this law.

Sexual Harassment:

Sexual harassment of employees, applicants, apprentices, staffing agency workers, unpaid interns, and independent contractors is unlawful. Sexual harassment can be unwelcome sexual advances, requests for sexual favor, or other verbal or physical conduct of a sexual nature when (1) the employee is expected to submit to such conduct; or (2) the employee's submission to or rejection of such conduct is used as the basis for employment decisions; or (3) such conduct has the effect of unreasonably interfering with the employee's work performance or creating an intimidating, hostile, or offensive working environment. If the harassment is by a supervisor, the employer may be responsible even if the employee has not complained. If the harassment is by a fellow worker or non-employee, employers are responsible if the employee complained to the employer and the employer has taken no action to stop or correct the sexual harassment. Effective January 1, 2019, employers must distribute the Department of Labor Sexual Harassment Informational worksheet to all employees. Employers with 50 or more employees must provide interactive sexual harassment training to all new employees, and every two years after.

Disability:

Employers are prohibited by state law from discriminating against any employee because of disability. State law requires the employment and advancement of qualified individuals with a disability who, with or without reasonable accommodation, can perform the essential functions of a job policy or applicable endorsements.

Pregnancy:

Employers must provide reasonable accommodations to employees with respect to pregnancy, childbirth, lactation and related conditions. Employers may not deny job applicants a position based on the need for a pregnancy-related workplace accommodation, make unnecessary changes to a pregnant employee's job functions or require a pregnant employee to take paid or unpaid leave when a reasonable accommodation would permit the employee to continue working.

Any Person:

who believes he or she have experienced a negative employment action because of a protected class, should complete an Intake Questionnaire and submit it to the Office of Antidiscrimination via email or drop it off at one of the four locations listed below:

Fox Valley Offices

4425 North Market Street- 3rd Floor
Wilmington, DE 19802
302-761-8200.

Georgetown American Job Center

8 Georgetown Plaza, Suite 2
Georgetown, DE 19947
302-761-8200

Blue Hen Corporate Center

655 S Bay Road, Ste. 2H
Dover, DE 19901
302-761-8200

University Office Plaza

252 Chapman Road, 2nd Floor
Newark, DE 19702

Where Can I Learn More?

Contact Our Main Office:

(302) 761-8200

DOL_Antidiscrimination@Delaware.gov

Labor.delaware.gov

Scan QR code for access to further information, office contact details, forms, and direct contact options:



DEPARTMENT OF LABOR
DIVISION OF
INDUSTRIAL AFFAIRS