

**Common Examples of Possible Discrimination in Employment:**

- I applied for a position within my company that I am qualified for. I was not given an interview and later learned that everyone interviewed was much younger than me and had less experience and were not as qualified.
- My boss asked me to go out on a date and I refused. A week later, he wrote me up, saying that I had a "bad attitude."

**Common Examples of Possible Discrimination in Housing:**

- I have a mobility impairment and my apartment complex refused to assign me an accessible parking space close to my door.

**Common Examples of Possible Discrimination in Public Accommodations:**

- I have a disability and entered a restaurant with my service animal. I was denied service and told that pets are not allowed.
- When I requested a hotel room, a hotel manager refused me a room. He provided rooms to people who were of a different race.

**Technical Assistance and Training for Employers**

As an employer, it is your duty to understand and practice non-discrimination. If you need more information, please contact our office.

*The Office of Civil Rights investigates and advises on discrimination complaints and is dedicated to the protection and promotion of human rights and human dignity and equal access and opportunities for all citizens.*

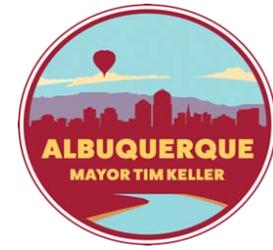
*If you believe you have been discriminated against, call us or stop by:*

THE OFFICE OF CIVIL RIGHTS  
One Civic Plaza, Ste. 201  
Albuquerque NM 87102

Office: 505-768-4595

Email: [oei@cabq.gov](mailto:oei@cabq.gov)

All of our services are free of charge.



CITY OF ALBUQUERQUE  
OFFICE OF CIVIL RIGHTS

**KNOW  
YOUR  
CIVIL  
RIGHTS**

## **About Discrimination**

Discrimination can happen in many areas of life including housing, public accommodations, and employment.

The Office of Civil Rights advises individuals on and investigates complaints of discrimination and other issues. Staff provides a process for resolution and makes referrals as appropriate.

### **How do I know if I am being discriminated against?**

You may have been discriminated against if:

1. You are treated differently from others in a similar situation because of your race, color, age, religion, sex, national origin or ancestry, disability, or sexual orientation; *and*
2. You are harmed by the treatment.

If you feel that you have been discriminated against or treated differently, please contact the Office of Civil Rights to seek advice or discuss filing a discrimination complaint.

## **Know the Law**

The Albuquerque Human Rights Ordinance prohibits discrimination in:

### **Employment**

- Hiring/Firing
- Wages
- Promotion/Demotion
- Terms/Conditions of the Job

### **Housing**

- Rental Opportunities
- Home Buying Opportunities
- Credit Related to Housing
- Advertising of Housing

### **Public Accommodations**

- Hotels
- Restaurants
- Theaters
- Recreational Facilities
- Other Places Providing Goods or Services

## **Exercise Your Rights**

If you think you are experiencing discrimination:

### **Write It Down**

- Keep a log of exactly what was said, any actions taken, dates, times, persons involved, and witnesses.

### **Contact Our Office**

- The Office of Civil Rights can investigate and determine if unlawful discrimination occurred and help you resolve the complaint.

### **Reach an Agreement**

- At any time during the process, the Office of Civil Rights can help you and the other party settle the complaint and resolve the issues.

### **Receive Remedies**

- If discrimination is found to have likely occurred, remedies, such as back pay, rent/deposit refunds, reinstatement of employment, and reasonable accommodations may be agreed upon by the parties.