

1-8 Prohibited Discrimination

1-8.1 Prohibited Discrimination

Neither civil service staff nor an appointing authority shall do any of the following:

- (a) Fail or refuse to hire, recruit, or promote; demote; discharge; or otherwise discriminate against a person with respect to job application procedures, employment, job training, compensation, or a term, condition, or privilege of employment, because of religion, race, color, national origin, age, sex, sexual orientation, height, weight, marital status, partisan considerations, [a request or use of a reasonable accommodation to the known limitations or medical conditions related to pregnancy](#), or, consistent with state and federal law, disability or genetic information.
- (b) Limit, segregate, or classify an employee or applicant for employment in a way that deprives or tends to deprive the employee or applicant of an employment opportunity or otherwise adversely affects the status of an employee or applicant because of religion, race, color, national origin, age, sex, sexual orientation, height, weight, marital status, partisan considerations, [the need to make a reasonable accommodation to the known limitations or medical conditions related to pregnancy](#), or, consistent with state and federal law, disability or genetic information.

1-8.2 Accommodations ~~of~~ Disabilities

(a) **Disability.** Civil service staff and appointing authorities shall accommodate a person with a disability, consistent with state and federal law.

(b) **Pregnancy.** Civil service staff and appointing authorities shall accommodate the known [limitations related to a person's pregnancy, childbirth, or related medical conditions, consistent with state and federal law.](#)

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3-1 Examinations

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3-1.4 Reasonable Accommodations

Appointing authorities shall make reasonable accommodations for the known physical or mental limitations in their application and appraisal methods for a person with a disability, [and the known limitations related to a person's pregnancy, childbirth, or related medical conditions](#), consistent with state and federal law.

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9-1 Definitions

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Discriminatory Harassment

Discriminatory harassment means unwelcome advances, requests for favors, and other verbal or physical conduct or communication based on religion, race, color, national origin, age, sex, [a request or use of a reasonable accommodation to the known limitations related to pregnancy, childbirth, or](#)

SPDOC 23-02a

[related medical conditions](#), sexual orientation, height, weight, marital status, partisan considerations, disability, or genetic information under any of the following conditions:

- (a) Submission to the conduct or communication is made a term or condition, either explicitly or implicitly, to obtain employment.
- (b) Submission to or rejection of the conduct or communication by a person is used as a factor in decisions affecting the person's employment.
- (c) The conduct or communication has the purpose or effect of substantially interfering with a person's employment or creating an intimidating, hostile, or offensive employment environment.