

DISABILITY RIGHTS CENTER - NH

64 North Main Street, Suite 2, Concord, NH 03301-4913 • mail@drcnh.org • drcnh.org
(603) 228-0432 • (800) 834-1721 voice or TTY • FAX: (603) 225-2077

Know Your Employment Rights: What Does Employment Discrimination Really Mean?

Video: <https://drcnh.org/videos/know-your-employment-rights-what-does-employment-discrimination-really-mean/>

Samuel: When people think about employment discrimination, they think about job accommodations, but can protections from discrimination apply to the hiring process?

Jennifer: Yes, Samuel. Well, that's a great question because under our laws, both state laws, RSA 354-A and federal laws, the Americans with Disabilities Act and the Rehabilitation Act, people are protected not only when they have a job, but also during the hiring process, they can't be discriminated against based on a disability. And that's also a perceived disability. So if your employer thinks you have a disability, but you really don't, you're still protected under a lot of these laws. And you're protected also with private employers, as well as government or federal, state, local governments that are employing you. So that's a great question and it's the hiring process and when you're an employee. So you're protected with regard to hiring, termination, benefits and anything that could happen to you on the job, you cannot be discriminated against based on your disability.