



# MCAD Jurisdictional Summary

## *Discrimination in Employment and Education*

### Employment \*

G.L. c. 151B, § 4  
≥ 6 employees



- Race (1)
- Color (1)
- Religious Creed (1)
- Religious Accommodation (1A)
- National Origin (1)
- Ancestry (1)
- Sex (1)
- Age: 40 & Over (1B; or 1C for state and municipal employees)
- Criminal Record (9, 9 1/2)
- Handicap (16)
- Retaliation (4)
- Sexual Harassment (16A)
- Sexual Orientation (1)
- Genetics (19a)
- Active Military Personnel (1D)
- Gender Identity (1)

### Maternity Leave

G.L. c. 151B, § 4 (11A)  
G.L. c. 149, § 105D



8 weeks leave.  
Pay is at employer's discretion

### Education

G.L. c. 151C

Protections vary based on the type of educational institution.

- Race
- Color
- Religious Creed
- National Origin
- Sex and sexual harassment
- Age
- Criminal Record
- Blindness or Deafness
- Retaliation



### Key Federal Dual Filings

Title VII of the Civil Rights Act:  
EEOC for ≥15 employees

Age Discrimination in Employment Act:  
EEOC for ≥20 employees

Americans with Disabilities Act:  
EEOC for ≥15 employees

### Timeliness

EEOC complaints within 300 days  
MCAD complaints within 300 days

### Individual Liability

*Intimidation, Threats and Coercion*  
G.L. c. 151B, § 4(4A)

*Aiding and Abetting*  
G.L. c. 151B, § 4(5)

\* Paragraph 2 applies to all complaints filed against unions, regardless of protected category.

# MCAD Jurisdictional Summary

## *Discrimination in Housing, Lending, and Public Accommodation*

### Housing

G.L. c. 151B, § 4

Advertising, public housing, private realtors and landlords

- Race (6)
- Color (6)
- Religious Creed (6)
- National Origin (6)
- Ancestry (6)
- Sex (6)
- Age: 18 & Over (6)
- Handicap (6 or 7A for accommodation)
- Sexual Harassment (18)
- Sexual Orientation (6)
- Marital Status (6)
- Children (11)
- Retaliation (4)
- Veteran (6)
- Military Service (6)
- Public Assistance (10)
- Genetic Information (6)
- Gender Identity (6)

### Lead Paint

G.L. c. 111, § 199A

- Children



### Mortgage Lending

G.L. c. 151B, § 4 (3B)

- Race
- Color
- Religious Creed
- National Origin
- Ancestry
- Sex
- Age
- Handicap
- Sexual Orientation
- Children
- Retaliation
- Gender Identity



### Credit

G.L. c. 151B, § 4 (14)

- Sex
- Age
- Sexual Orientation
- Marital Status
- Public Assistance
- Retaliation
- Gender Identity

### Public Accommodation

G.L. c. 272, §§ 92A (advertisement), 98, 98A (service animals)

- Race
- Color
- Religious Creed
- National Origin
- Sex
- Handicap
- Sexual Orientation



### Key Federal Dual Filings

Title VIII, Housing:

May be filed with HUD within 1 year