



# MCAD Jurisdictional Summary

## *Discrimination in Employment and Education*

### Employment

G.L. c 151B §4  
≥ 6 employees



- Race (1)
- Color (1)
- Religious Creed (1A)
- National Origin (1)
- Ancestry (1)
- Sex (1)
- Age: 40 & Over (1B)
- Criminal Record: applications only (9)
- Handicap (16)
- Retaliation (4)
- Sexual Harassment (16A)
- Sexual Orientation (1)
- Genetics (19a)
- Military Personnel (1D)

### Maternity Leave

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



8 weeks  
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 (§2)
- Blindness or Deafness
- Retaliation (151B, §4, 4)

### 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

# MCAD Jurisdictional Summary

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

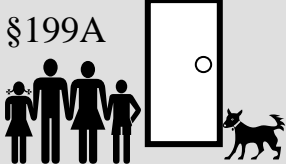


**Housing**  
G.L. c 151B §4  
Advertising, public housing, private realtors and landlords

- Race (6)
- Color (6)
- Religious Creed (6)
- National Origin (6)
- Ancestry (6)
- Sex (6)
- Age: 18 & Over (6)
- Handicap (6)
- Sexual Harassment (18)
- Sexual Orientation (6)
- Marital Status (6)
- Children (11)
- Retaliation (4)
- Veteran (6)
- Public Assistance (10)
- Genetics (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



**Credit**  
G.L. c 151B §4 (14)

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

**Public Accommodation**  
G.L. c 272 §§92a, 98, 98a

- 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