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)

**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

**Lead Paint**
G.L. c. 111, § 199A
- Children

**Key Federal Dual Filings**
Title VIII, Housing:
May be filed with HUD within 1 year