



May 19, 2024

Protected Classifications

Dear Reader:

The following document was created from the CTAS website (ctas.tennessee.edu). This website is maintained by CTAS staff and seeks to represent the most current information regarding issues relative to Tennessee county government.

We hope this information will be useful to you; reference to it will assist you with many of the questions that will arise in your tenure with county government. However, the *Tennessee Code Annotated* and other relevant laws or regulations should always be consulted before any action is taken based upon the contents of this document.

Please feel free to contact us if you have questions or comments regarding this information or any other CTAS website material.

Sincerely,

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Protected Classifications

Reference Number: CTAS-1048

Discrimination in the workplace is illegal if it is on the basis of any of the following:

- Race
- Color
- Religion
- Sex (this classification includes all forms of gender-based discrimination, including sexual harassment, pregnancy discrimination, gender-based wage discrimination, and discrimination based on sexual orientation or gender identity)
- National Origin
- Age
- Disability

The laws protect all employees and applicants for employment from discrimination when it is based on any of these classifications.

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