

**EXECUTIVE CABINET**  
**Kentucky Commission on Human Rights**  
**(Amendment)**

**104 KAR 1:050. Standards and procedures for providing equal employment opportunities.**

RELATES TO: KRS 344.010-344.500, 344.990, 29 C.F.R. 1604.1-1604.4, 1604.6-1604.11, 1605.1-1605.3, 1606.1-1606.8, 1607.1-1607.16, 1608, 1630

STATUTORY AUTHORITY: KRS 344.190, 29 C.F.R. 1604.1-1604.11, 1605, 1607, 1608, 1630, 29 C.F.R. 1606

NECESSITY, FUNCTION, AND CONFORMITY: This administrative regulation establishes employment standards and procedures promulgated by the EEOC and enforced by the Kentucky Commission on Human Rights.

Section 1. Employment Discrimination Guidelines. In the determination of issues prohibiting employment discrimination the commission shall follow and enforce the following guidelines promulgated by the Equal Employment Opportunity Commission:

- (1) Part 1605—Guidelines on Discrimination Because of Religion (and Appendix A to 1605.2 and 1605.3—Background Information); 29 C.F.R. 1605.1 to 1605.3; 45 Federal Register 72612, October 31, 1980;
- (2) Part 1604—Guidelines on Discrimination Because of Sex (and Appendix to Part 1604—Questions and Answers on the Pregnancy Discrimination Act); 29 C.F.R. 1604.1 to 1604.4 and 1604.6 to 1604.11; 37 Federal Register 6836, April 5, 1972; 44 Federal Register 23805, April 20, 1979; and 64 Federal Register 58333-01, October 29, 1999;
- (3) Part 1607—Uniform Guidelines on Employee Selection Procedures (1978); 29 C.F.R. 1607.1 to 1607.16; 43 Federal Register 38295, August 25, 1978;
- (4) Part 1606—Guidelines on Discrimination Because of National Origin; 29 C.F.R. 1606.1 to 1606.8; 45 Federal Register 85635, December 29, 1980, and 64 Federal Register 58333-01, October 29, 1999;
- (5) Part 1630—Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act (and Appendix to Part 1630—Interpretative Guidance On Title I of the Americans With Disabilities Act); 29 C.F.R. 1630.1 to 1630.16.; 76 Federal Register 16999, March 25, 2011; and 81 Federal Register 31140, May 17, 2016; and
- (6) Part 1625—Age Discrimination in Employment Act; 29 C.F.R. 1625.1 to 1625.32; 46 Federal Register 47726, Sept. 29 1981; 53 Federal Register 5972, Feb. 29, 1988; 72 Federal Register 36875, July 6, 2007; 72 Federal Register 72938-01, Dec. 26, 2007; and 79 Federal Register 13547, March 11, 2014.

*This is to certify that the Commissioners of the Kentucky Commission on Human Rights have approved this administrative regulation as amended prior to its filing with the Legislative Research Commission, as required by KRS 344.190(14).*

*RAYMOND BURSE, Commission Chair*

*CYNTHIA FOX, Executive Director*

APPROVED BY AGENCY: May 24, 2023

FILED WITH LRC: June 14, 2023 at 1:45 p.m.

PUBLIC HEARING AND COMMENT PERIOD: A public hearing on this administrative regulation shall be held on August 21, 2023, at 10 a.m. Eastern Time at the office of the Kentucky Commission on Human Rights, 332 W. Broadway, Louisville, Kentucky 40202. Individuals interested in being heard at this hearing shall notify this agency in writing by five workdays prior to the hearing, of their intent to attend. If no

notification of intent to attend the hearing is received by that date, the hearing may be canceled. This hearing is open to the public. Any person who wishes to be heard will be given an opportunity to comment on the proposed administrative regulation. A transcript of the public hearing will not be made unless a written request for a transcript is made. If you do not wish to be heard at the public hearing, you may submit written comments on the proposed administrative regulation. Written comments shall be accepted through August 31, 2023. Send written notification of intent to be heard at the public hearing or written comments on the proposed administrative regulation to the contact person.

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