EXECUTIVE CABINET

Kentucky Commission on Human Rights

(Amended at ARRS Committee)

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, 1625, 1630

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

NECESSITY, FUNCTION, AND CONFORMITY: KRS 344.190(14) requires the Kentucky Commission on Human Rights to promulgate administrative regulations to effect the purposes of KRS Chapter 344, including requiring the posting of notices prepared or approved by the commission. 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.

(HR-5; 1 Ky.R. 239; eff. 1-8-75; Am. 2 Ky.R. 495; eff. 5-12-76; 7 Ky.R. 651; eff. 4-1-81; 18 Ky.R. 2869; 3186; eff. 4-14-92; 19 Ky.R. 2084; 2393; eff. 5-10-93; Cert eff. 1-29-2020; 50 Ky.R. 82; 51 Ky.R. 39; eff. 10-1-2024.)

FILED WITH LRC: June 11, 2024

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