



312066016778104 MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

Massachusetts law prohibits discrimination in employment and public accommodations against persons with a physical or mental handicap or who are perceived to have a physical or mental handicap.* The MCAD interprets these laws to prohibit discrimination against persons with Acquired Immune Deficiency Syndrome (AIDS) or who are perceived to be at risk of having AIDS. The following practices are illegal pursuant to these laws:

- to refuse to hire or advance in employment or otherwise discriminate against a qualified person with AIDS or who is perceived to be at risk of having AIDS;

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- to make a preemployment inquiry as to whether the applicant has AIDS or is at risk of having AIDS;

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- to make any distinction, discrimination or restriction relative to the admission of any person to, or his treatment in, any place of public accommodation because the person has AIDS or is perceived to be at risk of having AIDS.

MCAD will receive, investigate and resolve by conciliation or adjudication complaints of AIDS-related discrimination which are filed with the agency within six-months of the alleged discriminatory practice.

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* Massachusetts General Laws Chapter 151B, et seq. and Chapter 272, Section §98