

● **GEORGIA EQUAL EMPLOYMENT FOR PERSONS WITH DISABILITIES CODE**

*STATUTORY CITATION:* Ga. Code §§ 34-6A-1 – 34-6A-6

*GENERAL SUMMARY:* This law generally prohibits employers with 15 or more employees from refusing to hire, from firing, or from otherwise discriminating against a person with a disability, with respect to wages, rates of pay, hours or other terms and conditions of employment because of the person's disability. An employer may, however, make job-related inquiries about the existence of the disability of an applicant and may reject the applicant if the disability would interfere with the person's ability to adequately perform assigned job duties.

*PROVISIONS APPLICABLE TO AGRICULTURE:* The Georgia Equal Employment for Persons with Disabilities Code applies to employers with 15 or more employees, without distinction between agricultural and non-agricultural occupations and workplaces.

*SPECIAL NOTES OR ADVISORIES*

**RETALIATION** — An employer may not discharge, discipline or discriminate in any manner against an employee because the employee has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.

*ADMINISTRATION AND ENFORCEMENT*

**PRIMARY ENFORCEMENT AGENCY** — *None.*

**SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY** — *None.*

**PRIVATE CIVIL ACTION** — An individual with a disability who has been subjected to employment discrimination on account of his or her disability may file a complaint in civil court against the employer, using a private attorney or public legal service provider. Any such complaint must be filed within 180 days after the alleged incident occurred.