

## *What can you do if you believe you are a victim of discrimination?*

If you believe you are a victim of unlawful discrimination, you can file a complaint, at no cost, with the Hawai'i Civil Rights Commission (HCRC). During this process, you should be prepared to:

- present specific date(s) and facts about the alleged discrimination;
- identify any documents (emails, applications, paycheck stubs, etc.) that can support the allegations in the complaint;
- identify any witnesses that can confirm the allegations in the complaint; and
- keep the HCRC updated if you change your phone number or address.

For persons who need language assistance or a sign language interpreter, please let us know and an interpreter will be provided at no cost.

**Complaints must be filed within 180 calendar days from the date the discrimination took place.**

(rev. 5/2024)



## **Hawai'i Civil Rights Commission Mission Statement:**

To eliminate discrimination by protecting civil rights and promoting diversity through education and enforcement of anti-discrimination laws.

### **Contact us**

Hawai'i Civil Rights Commission  
Princess Ruth Ke'elikōlani Building  
830 Punchbowl Street, Room 411  
Honolulu, HI 96813  
Email: [dlir.hcrc.infor@hawaii.gov](mailto:dlir.hcrc.infor@hawaii.gov)

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# **HAWAI'I CIVIL RIGHTS COMMISSION**

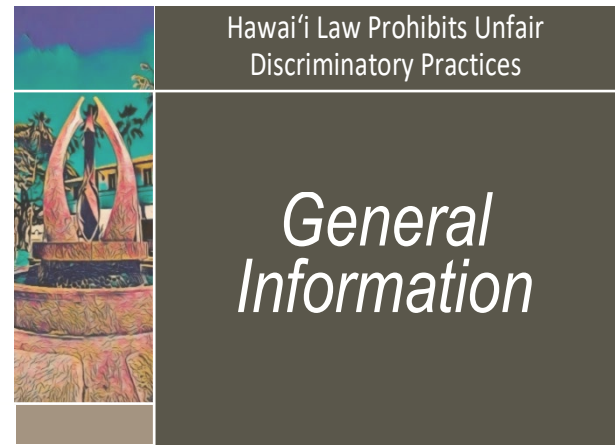
## **KOMIKINA PONO**

## **KĪWILA O HAWAI'I**

### **Enforcing State Laws Against Discrimination**

In Employment, Housing, Public Accommodations, and State and State-Funded Services\*

*Hawai'i Revised Statutes §§ 368, 368-1.5, 378 Part I, 489, 515*



## **What Are Your Rights?**

## In Employment

You have the right not to be unlawfully discriminated against based on:

- Race
- Sex (including Gender Identity or Gender Expression)
- Sexual Orientation
- Pregnancy and Pregnancy-related Medical Conditions
- Age
- Religion
- Color
- Ancestry
- Disability
- Domestic Violence or Sexual Violence Victim Status
- Marital Status
- Arrest and Court record
- Reproductive Health Decisions
- Breastfeeding
- Credit History
- National Guard Participation
- Retaliation



**Hawai'i Revised Statutes § 378 Part I** protects you as an applicant or employee from discrimination by employers, employment agencies, and labor organizations.

*\*This flyer is a general summary of Hawai'i's anti-discrimination laws. For the statutes and administrative rules, visit our website:*

<https://labor.hawaii.gov/hcrc>

## In Real Estate Transactions & Housing

You have the right not to be unlawfully discriminated against based on:

- Race
- Sex (including Gender Identity or Gender Expression)
- Sexual Orientation
- Color
- Religion
- Marital Status
- Familial Status (including hanai status)
- Ancestry
- Disability
- Age
- HIV Status
- Retaliation



**Hawai'i Revised Statutes § 515** protects you as a tenant or applicant from discrimination by property owners, real estate brokers, salespersons, landlords, or any other person engaged in a real estate transaction.



*Check out our flyers for **Employment, Housing, and Public Accommodations** for more details on the specific laws*

## In Public Accommodations

You have the right not to be unlawfully discriminated against based on:

- Race
- Color
- Ancestry
- Sex (including Gender Identity and Gender Expression)
- Religion
- Sexual Orientation
- Disability
- Retaliation



**Hawai'i Revised Statutes § 489** protects you as a customer, visitor, or client to a place of business, recreation, entertainment, or transportation that makes its goods or services available to the general public.

## State & State-Funded Activities

You have the right not to be unlawfully discriminated against based on your disability. **Hawai'i Revised Statutes § 368-1.5** applies to state programs and activities that receive state funds, but do not receive federal funds.

The State of Hawai'i has a strong commitment to the protection of civil rights. Article I, Section 5 of the Hawai'i Constitution provides that "no person shall be denied the enjoyment of civil rights or be discriminated against in the exercise thereof because of race, religion, sex or ancestry." The legislature gave meaning to this commitment by creating the Hawai'i Civil Rights Commission (HCRC), through enactment of Act 219 in 1988 and Acts 386 and 387 in 1989.