



# DO YOU KNOW YOUR LAWS?

## Oregon Constitution

Section 20. Equality of privileges and immunities of citizens. No law shall be passed granting to any citizen or class of citizens privileges, or immunities, which, upon the same terms, shall not equally belong to all citizens.

**(a) Prohibition of discrimination. No individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of any place of public accommodation by any private entity who owns, leases (or leases to), or operates a place of public accommodation. -28 C.F.R. § 36.201**

42 U.S. Code § 12182 - Prohibition of discrimination by public accommodations

It shall be discriminatory to subject an individual or class of individuals on the basis of a disability or disabilities of such individual or class, directly, or through contractual, licensing, or other arrangements, to a denial of the opportunity of the individual or class to participate in or benefit from the goods, services, facilities, privileges, advantages, or accommodations of an entity.

As these code provisions demonstrate, private places of accommodation are prohibited under federal law from discrimination against any person on the basis of their “physiological condition” which, by law, includes the present status of their immune system. In, addition employers are expressly prohibited from discriminating against employees on the basis of genetic information:

(a) Discrimination based on genetic information

It shall be an unlawful employment practice for an employer--

(1) to fail or refuse to hire, or to discharge any employee with respect to the compensation, terms, conditions, or privileges of employment of the employee, because of genetic information with respect to the employee;

or

(2) to limit, segregate, or classify the employees of the employer in any way that would deprive or tend to deprive any employee of employment opportunities or otherwise adversely affect the status of the employee as an employee, because of genetic information with respect to the employee. 42 U.S.C. 2000ff-1

Bodily autonomy is the right to make decisions over one’s own life and future. It is not only a human right, but the foundation upon which all other rights are built upon. Our community must work together to stand against mandates that will deprive individuals of autonomy. Succumbing to unlawful mandates will only further the division and will continue to pave the path toward a socialist society.