

| CHARACTERISTIC   |         |                  |               |               |                 |                |                    | EXPLANATION  |
|--|---------|------------------|---------------|---------------|-----------------|----------------|--------------------|--|
|  | Federal | New York State** | New York City | Nassau County | Rockland County | Suffolk County | Westchester County |  |
| Race*  | ✓       | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  |  |
| Color*   | ✓       | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  |  |
| National Origin*   | ✓       | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  | Includes country where a person, family, or ancestors were born  |
| Sex/Gender   | ✓       | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  | Includes sexual harassment   |
| Familial Status  | ✓       | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  | One or more children under the age of 18 living or expecting to live in the household, including pregnant women and those securing custody of children |
| Disability   | ✓       | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  | Includes physical and mental disabilities  |
| Religion/Creed   | ✓       | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  |  |
| Marital Status   |         | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  |  |
| Sexual Orientation   | ✓       | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  | Includes heterosexuality, homosexuality, or bisexuality  |
| Age  |         | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  | For those 18 years of age and older  |
| Lawful Source Of Income  |         | ✓                | ✓             | ✓             | ✓               | ✓              | ✓                  | Includes rental subsidies  |
| Gender Identity/Expression   | ✓       | ✓                | ✓             |               | ✓               | ✓              | ✓                  |  |
| Status as a Victim of Domestic Violence, Stalking, or Other Sex Offenses |         | ✓                | ✓             |               | ✓               | ✓              | ✓                  |  |
| Military Status  |         | ✓                | ✓             |               | ✓               | ✓              |                    | Suffolk and Rockland County also include veteran status and New York City includes all uniformed services  |
| Alienage/Citizenship Status  |         |                  | ✓             |               | ✓               | ✓              | ✓                  | Includes immigration status  |
| Lawful Occupation  |         |                  | ✓             |               |                 |                |                    | A person's lawful employment, vocation, trade, or profession   |
| Domestic Partnership Status  |         |                  | ✓             |               |                 |                |                    |  |
| Medical/Health Condition   |         |                  |               |               | ✓               |                |                    |  |

\*Race, color, and national origin are protected under the Civil Rights Act of 1866.

\*\*Under the New York State Human Rights Law, it is also impermissible to inquire about arrest records.