

FEDERAL DISABILITIES LAWS CHART

	Physical Disability	Private Employers	Public Employers	Complaint Filing Deadlines
Alabama	X		X	180 days. There is no FEPA in this state
Alaska	X	X	X	300 days
Arizona	X	15	15	300 days
Arkansas	X	9	X	180 days- There is no FEPA in this state
California	X	5	X	300days
Colorado	X	X	X	300 days
Connecticut	X	3	X	300 days
Delaware	X	20	20	300 days
D.C.	X	X	X	300 days
Florida	X	15	15	300 days
Georgia	X	15	15	180 days. If individual is a state employee or lives in the jurisdiction of a local FEPA the filing period is 300 days
Hawaii	X	X	X	300 days
Idaho	X	5	X	300 days
Illinois	X	X	X	300 days
Indiana	X	15	X	300 days
Iowa	X	4	4	300 days
Kansas	X	4	X	300 days
Kentucky	X	15	15	300 days
Louisiana	X	15	15	300 days
Maine	X	X	X	300 days
Maryland	X	15	X	300 days
Massachusetts	X	6	X	300 days
Michigan	X	X	X	300 days
Minnesota	X	X	X	300 days
Mississippi	X		X	180 days – There is no FEPA in this state
Missouri	X	6	X	300 days
Montana	X	X	X	300 days
Nebraska	X	15		300 days
Nevada	X	15	X	300 days
N. Hampshire	X	6	X	300 days
New Jersey	X	X	X	300 days
New Mexico	X	4	X	300 days
New York	X	4	4	300 days
N. Carolina	X	15	15	180 days. If individual is a state employee or lives in the jurisdiction of a local FEPA the filing period is 300 days.
N. Dakota	X	X	X	300 days
Ohio	X	4	4	300 days
Oklahoma	X	15	15	300 days
Oregon	X	6	6	300 days
Pennsylvania	X	4	X	300 days
Puerto Rico	X	15	15	300 days
Rhode Island	X	4	X	300 days
S. Carolina	X	15	15	300 days
S. Dakota	X	X	X	300 days
Tennessee	X	8	X	300 days
Texas	X	15	X	300 days
Utah	X	15	X	300 days
Vermont	X	X	X	300 days
Virgin Islands				300 days
Virginia	X	X	X	300 days
Washington	X	8	X	300 days
West Virginia	X	12	X	300 days
Wisconsin	X	X	X	300 days
Wyoming	X	2	X	300 days

- Coverage of employers is indicated by an “X” unless the law specifies a minimum number of employees. In that case, the minimum number is indicated.
- Individuals can file complaints at FEPA’s or Non-FEPA’s however, filing at a FEPA is considered the preferable method by the EEOC.