

CITY OF WINSTON-SALEM

# NONDISCRIMINATION ORDINANCES



Winston-Salem  
HUMAN RELATIONS/  
DIVERSITY, EQUITY,  
& INCLUSION

As of January 1, 2022, the Winston-Salem Human Relations/  
D.E.I. Department is enforcing the **Nondiscrimination in Public Accommodations Ordinance** and the **Nondiscrimination in Employment Ordinance** (NDOs).

## Who do the NDOs protect?

People who **belong to a protected class and who have experienced discrimination based on that protected class** either

1. As an employee or prospective employee for an employer in Winston-Salem, or
2. At a place of public accommodation in Winston-Salem.

## What are the protected classes?

- Age
- Color
- Creed
- Disability
- Ethnicity
- Familial Status
- Gender Expression and Gender Identity
- Marital Status
- National Origin
- Political Affiliation
- Pregnancy
- Protected Hairstyles
- Race
- Religion
- Sex
- Sexual Orientation
- Veteran Status



Learn more, including how to file a claim, at  
[cityofws.org/ndo](https://cityofws.org/ndo)

