

**142D.7 Nonretaliation — nonwaiver of rights.**

1. A person or employer shall not discharge, refuse to employ, or in any manner retaliate against an employee, applicant for employment, or customer because that employee, applicant, or customer exercises any rights afforded under [this chapter](#), registers a complaint, or attempts to prosecute a violation of [this chapter](#).

2. An employee who works in a location where an employer allows smoking does not waive or surrender any legal rights the employee may have against the employer or any other person.

[2008 Acts, ch 1084, §7](#)