

EEO Laws & Requirements

Title VII Civil Rights Act of 1964 and 1991 Prohibits discrimination and harassment on the basis of race, color, religion, gender, or national origin; prohibits retaliation for exercising legal rights to file discrimination complaints.

The Pregnancy Discrimination Act This law amended Title VII to make it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Executive Order No. 11246 Requires implementation of a written affirmative action plan to address underutilization of minorities and females; prohibits discrimination on the basis of race, color, religion, gender, or national origin; prohibits retaliation for exercising legal rights to file discrimination complaints.

Age Discrimination in Employment Act of 1967 (ADEA) prohibits employment discrimination against persons 40 years of age or older and this act applies to employers with at least 20 employees or more.

Americans with Disabilities Act of 1990 (ADA) Prohibits discrimination on the basis of individuals having a physical or mental disability, individuals that are regarded as having a disability, or individuals with a record of a disability; requires employers to provide reasonable accommodations that do not impose undue hardship; prohibits retaliation for exercising legal rights to file discrimination complaints.

The Job Accommodation Network (JAN) is a source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. JAN provides guidance on workplace accommodations, the Americans with Disabilities Act (ADA) and related legislation affecting people with disabilities. You may call them at 1-800-526-7234 or access the website. (<http://askjan.org/>)

Act of 1967 (ADEA) Prohibits discrimination on the basis of age (40 years and above) by state, local, or private employers with at least 20 employees.

Rehabilitation Act of 1973 Prohibits discrimination on the basis of physical or mental disability; requires implementation of an affirmative action program for individuals with disabilities.

Vietnam Veterans Readjustment Act of 1974 Prohibits discrimination on the basis of veteran status, or disabled veteran status, by federal contractors and the federal government; also requires implementation of a veterans affirmative action program.

Immigration Reform and Control Act of 1986 Prohibits discrimination on the basis of citizenship and national origin.

Equal Pay Act of 1963 Prohibits discrimination on the basis of gender, eg., prohibits employers from paying employees of one gender wages at rates lower than employees of the opposite gender for the same work.

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits the improper use of genetic information in health insurance and employment. It prohibits group health plans and insurers from denying coverage to a healthy individual or charging that person higher premiums based solely on a genetic predisposition to developing a disease in the future. Additionally, this law prohibits employers from using individuals' genetic information when making hiring, firing, job placement, or promotion decisions.

Lilly Ledbetter Fair Pay Act of 2009 reinstates prior law and makes clear that pay discrimination claims on the basis of sex, race, national origin, age, religion and disability "accrue" whenever an employee receives a discriminatory paycheck, as well as when a discriminatory pay decision or practice is adopted, when a person becomes subject to the decision or practice, or when a person is otherwise affected by the decision or practice.

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