

EEO LAWS

[Equal Pay Act of 1963 \(EPA\)](#) - This law makes it illegal to pay different wages to men and women if they perform equal work in the same workplace. 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.

[Civil Rights Act of 1964 \(Title VII\)](#) - This law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. 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. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

[Age Discrimination in Employment Act of 1967 \(ADEA\)](#) - as amended, protects employees and job applicants who are 40 years of age or older from employment discrimination based on age with respect to any term, condition, or privilege of employment including, but not limited to hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training. 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.

[Rehabilitation Act of 1973 \(Section 503 and 504\)](#) - as amended, prohibits discrimination against the disabled and requires institutions to take affirmative action to hire and promote qualified disabled persons. Institutions are required to recruit and consider disabled persons for vacant positions, and they must make "reasonable accommodation" to the physical or mental limitations of otherwise qualified disabled employees, such as providing special equipment or modifying the job. 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. The law also requires that employers reasonably accommodate the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless doing so would impose an undue hardship on the operation of the employer's business.

[Pregnancy Discrimination Act of 1978](#) – amends the Civil Rights Act of 1964, 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.

[Americans With Disabilities Act of 1990](#) - prohibits private and public employers, employment agencies, and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation,

job training, and other terms, conditions, and privileges of employment. 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. The law also requires that employers reasonably accommodate the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless doing so would impose an undue hardship on the operation of the employer's business.

[Civil Rights Act of 1991](#)- amends the Civil Rights Act of 1964 to permit jury trials and compensatory and punitive damage awards in intentional discrimination cases. ; providing authority and guidelines for the adjudication of disparate impact suits; and responding to recent decisions of the Supreme Court by expanding the scope of relevant civil rights statutes in order to provide adequate protection to victims of discrimination.

[Genetic Information Nondiscrimination Act of 2008 \(GINA\)](#) - prohibits discrimination against employees or applicants because of genetic information, i.e. genetic tests of an individual or family members. This law makes it illegal to discriminate against employees or applicants because of genetic information. Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about any disease, disorder or condition of an individual's family members (i.e. an individual's family medical history). 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.

The U.S. Equal Employment Opportunity Commission (EEOC) enforces all of these laws. EEOC also provides [oversight and coordination](#) of all federal equal employment opportunity regulations, practices, and policies.

www.eeoc.gov