



Anti-Discrimination in Employment

US Equal Employment Opportunity Commission

The Equal Employment Opportunity Commission (EEOC) ensures employers with 15 or more employees are in compliance with federal laws aimed at preventing discrimination based on a person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information. Federal laws cover all elements of employment: hiring, firing, promotions, harassment, training, wages, and benefits.

The EEOC also protects against discrimination and retaliation when an employee or applicant complains about discrimination, files a claim of discrimination, or participates in a discrimination investigation or lawsuit.

Laws Enforced by EEOC

[Title VII of the Civil Rights Act of 1964 \(Title VII\)](#) protects against discrimination on the basis of race, color, religion, national origin, or sex. Under this law, employers are required to reasonably accommodate sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

[The Pregnancy Discrimination Act](#) amended Title VII protecting women against discrimination because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

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

[The Age Discrimination in Employment Act of 1967 \(ADEA\)](#) protects people who are 40 or older from discrimination because of age.

[Title I of the Americans with Disabilities Act of 1990 \(ADA\)](#) states it is illegal to discriminate against a qualified person with a disability. Employers are required to provide reasonable accommodations for applicants or employees with known physical or mental limitations, unless doing so would impose an undue hardship on the operation of the employer's business.

[Sections 102 and 103 of the Civil Rights Act of 1991](#) amends Title VII and the ADA to allow jury trials to award compensatory/punitive damages in cases of intentional discrimination.

[Sections 501 and 505 of the Rehabilitation Act of 1973](#) states it is illegal to discriminate against a qualified person with a disability in the federal government. Employers are required to provide reasonable accommodations for applicants or employees with known physical or mental limitations, unless doing so would impose an undue hardship on the operation of the employer's business.

[The Genetic Information Nondiscrimination Act of 2008 \(GINA\)](#) (Effective November 21, 2009) makes it illegal to discriminate based on genetic information including information about an individual's genetic tests and the genetic tests of an individual's family members.

Adapted from EEOC website. For more information visit <https://www.eeoc.gov/eeoc/>