



## Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

### RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

It is illegal for an employer to discriminate on the basis of race, color, religion, sex, or national origin. This includes hiring, firing, promotion, and pay. The Equal Employment Opportunity Act of 1964 and the Civil Rights Act of 1967 prohibit such discrimination. The Age Discrimination in Employment Act of 1967 prohibits age discrimination against individuals who are at least 40 years old.

### DISABILITY

It is illegal for an employer to discriminate on the basis of disability. This includes hiring, firing, promotion, and pay. The Americans with Disabilities Act of 1990 prohibits such discrimination. The Act requires employers to provide reasonable accommodations to employees with disabilities, unless doing so would cause undue hardship to the employer.

### AGE

It is illegal for an employer to discriminate on the basis of age. This includes hiring, firing, promotion, and pay. The Age Discrimination in Employment Act of 1967 prohibits such discrimination against individuals who are at least 40 years old.

### SEX (AGES)

It is illegal for an employer to discriminate on the basis of sex. This includes hiring, firing, promotion, and pay. The Equal Employment Opportunity Act of 1964 and the Civil Rights Act of 1967 prohibit such discrimination. The Act also prohibits sex discrimination on the basis of pregnancy, childbirth, or related medical conditions.

### GENETICS

It is illegal for an employer to discriminate on the basis of genetics. This includes hiring, firing, promotion, and pay. The Genetic Information Nondiscrimination Act of 2008 prohibits such discrimination. The Act prohibits employers from requesting, requiring, or purchasing genetic information about an employee or a family member of an employee. The Act also prohibits employers from discriminating against an employee based on genetic information.

### RETALIATION

It is illegal for an employer to retaliate against an employee who has filed a complaint or participated in an investigation. This includes hiring, firing, promotion, and pay. The Equal Employment Opportunity Act of 1964 and the Civil Rights Act of 1967 prohibit such retaliation.

### WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

If you believe you have been discriminated against, you should first talk to your supervisor or the Human Resources Department. If you are not satisfied with the results, you should file a complaint with the Equal Employment Opportunity Commission (EEOC) or the state or local fair employment practices agency. The EEOC can investigate your complaint and attempt to resolve the dispute. If the EEOC finds that you have been discriminated against, it can order the employer to take corrective action, such as hiring you back, paying you back pay, or providing you with a promotion. You may also be able to sue your employer for damages.

