



## 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 against an employee or applicant on the basis of race, color, religion, sex, or national origin. This includes decisions about hiring, firing, promotion, pay, and benefits. The Equal Employment Opportunity Act of 1964 and the Equal Pay Act of 1963 are the primary laws that prohibit this type of discrimination.

### DISABILITY

It is illegal for an employer to discriminate against an employee or applicant on the basis of a disability. This includes decisions about hiring, firing, promotion, pay, and benefits. The Americans with Disabilities Act (ADA) of 1990 is the primary law that prohibits this type of discrimination. The ADA requires employers to provide reasonable accommodations to employees with disabilities.

### AGE

It is illegal for an employer to discriminate against an employee or applicant on the basis of age. This includes decisions about hiring, firing, promotion, pay, and benefits. The Age Discrimination in Employment Act (ADEA) of 1967 is the primary law that prohibits this type of discrimination. The ADEA applies to employers with 15 or more employees.

### SEX (AGES)

It is illegal for an employer to discriminate against an employee or applicant on the basis of sex. This includes decisions about hiring, firing, promotion, pay, and benefits. The Equal Employment Opportunity Act of 1964 and the Equal Pay Act of 1963 are the primary laws that prohibit this type of discrimination. The Equal Pay Act of 1963 specifically prohibits sex discrimination in pay.

### GENETICS

It is illegal for an employer to discriminate against an employee or applicant on the basis of genetic information. This includes decisions about hiring, firing, promotion, pay, and benefits. The Genetic Information Nondiscrimination Act (GINA) of 2008 is the primary law that prohibits this type of discrimination. GINA prohibits employers from asking about or testing for genetic information.

### RETALIATION

It is illegal for an employer to retaliate against an employee or applicant who has filed a complaint or participated in an investigation. This includes decisions about hiring, firing, promotion, pay, and benefits. The Equal Employment Opportunity Act of 1964 and the Age Discrimination in Employment Act (ADEA) of 1967 are the primary laws that prohibit this type of discrimination.

### 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 HR department. If that does not resolve the issue, you should file a complaint with the Equal Employment Opportunity Commission (EEOC) or the state or local fair employment practices agency. The EEOC has a toll-free hotline at 1-800-649-3932. You can also file a lawsuit in court. The statute of limitations for filing a lawsuit varies by state, but it is generally one year from the date of the discrimination.



# Pia e Em lq e , Sa e a d Lq cal Gq e me , Ed ca iq al l i i q , Em lq me Age cie a d Labq O ga i a i q e i i q

*The Disability section is revised as follows:*

## DISABILIT

1990, ...

*The following section is added:*

## GENETICS

2008, ...

*The EEOC contact information is revised as follows:*

1-800-669-4000 ( ), 1-800-669-6820 ( )

# Em lq e Hq ldi g Fede al Cq ac q S bcq ac ec i q e i i q

*The Individuals with Disabilities section is revised as follows:*

## INDIVIDUALS WITH DISABILITIES

1973, ...

*The Vietnam Era, Special Disabled Veterans section is revised as follows:*

## DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

1974, ...

*The following section is added:*

## RETALIATION

...

*The OFCCP contact information is revised as follows:*

200, ...