



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 protects employees who are 40 years of age or older.

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 using genetic information to make employment decisions.

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 employer. If the problem is not resolved, you should contact the Equal Employment Opportunity Commission (EEOC) or your state's fair employment practices agency. You can also file a lawsuit in court. The EEOC provides a free online complaint form at www.eeoc.gov. The EEOC's toll-free number is 1-800-649-3024. The EEOC's website also provides information on how to file a complaint and what to expect during the process.

