

Federal Employment Discrimination Laws

Title VII of the Civil Rights Act of 1964:

- Race
- National origin (birthplace, ancestry, language, accent)
- Sex (employment discrimination, sexual harassment, pregnancy discrimination)
- Religion (reasonable accommodation of religious belief unless undue hardship)

Age Discrimination in Employment Act of 1967 (ADEA):

- Protects those aged 40 or older

Equal Pay Act of 1963 (EPA):

- Prohibits discrimination in pay and benefits
- Men and women must be paid equally for substantially similar work
- Work of similar skill, effort; work under similar working conditions

Title I of the Americans with Disabilities Act of 1990:

- Discrimination on the basis of disability in all employment practices
- Key terms:

Individual with a disability

Major life activities

Qualified individual with a disability

Reasonable accommodations

Undue hardship

Civil Rights Act of 1991:

- Provides for monetary damages in cases of intentional employment discrimination