



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 Employment Opportunity Act of 1964 also prohibits discrimination on the basis of sex.

GENETICS

It is illegal for an employer to discriminate against an employee or applicant on the basis of genetics. 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 discriminate against an employee or applicant on the basis of retaliation. 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 the state or local fair employment agency. You may also want to consult with an attorney. The EEOC has a toll-free hotline at 1-800-649-3932. The state or local fair employment agency can be found at www.dhs.gov.

