Equal Opportunity Is THE LAW

Applicant Information

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

Applicants and employees of any private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, prohibits employment discrimination against applicants and employees based on race, color, religion, sex, or national origin. Race discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual who is an applicant or employee, barring return to the job, failure to make reasonable accommodation when the accommodation does not impose undue hardship.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, an employer may not sex discrimination in the payment of wages to women and men on the basis of sex, unless sex is a bona fide occupational qualification for the job that requires equal skill, effort, and responsibility, under similar working conditions, the same establishment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in hiring, promotions, . . . and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring return to the job, failure to make reasonable accommodation when the accommodation does not impose undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotions, . . . and other aspects of employment.

SEX (SEXUAL ORIENTATION)

This includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring return to the job, failure to make reasonable accommodation when the accommodation does not impose undue hardship.

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GENDERS

The Genetic Information Nondiscrimination Act of 2008 prohibits applicants and employees from discrimination based on genetic information in hiring, promotions, . . . and other aspects of employment. GINA also prohibits employers’ acquisition of genetic information and strictly limits disclosure of genetic information. Genetic discrimination includes information about genetic tests of applicants, employees, or their family members; the existence of a genetic disability in family members (family medical history); and requests or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT DO I DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are several federal, state, and local laws that protect you from discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a claim, you should always use, to the extent possible, the EEOC process when discrimination is suspected.

RECEIVABLE

For advice and assistance, contact VETS at 1-800-4-VETS-247 (TTY) or visit the VETS website at http://www.dol.gov/vets.

For assistance in filing a complaint, or for any other information on USERRA violations.

USERRA is administered by the Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP). To file a complaint, you must have been employed, you must be an eligible employee, and you must file your complaint within 180 days of the alleged violation.

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also provides benefits to employees during extended periods of employment with federal contractors.

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You have the right to be reinstated in your civilian job if you leave that job to perform service in the uniformed service or to perform a public service as a civilian.