

FEDERAL AND LOCAL LAWS AND REGULATIONS AFFECTING THE EMPLOYMENT FUNCTION

Title VII of the Civil Rights Act of 1964 prohibits discrimination based on race, sex, color, religion, and national origin.

Equal Employment Opportunity Act of 1972 EEOA amends Title VII; increases enforcement powers of EEOC.

Executive Order 11246, as amended, forbids employment discrimination based on race, color, religion, sex, or national origin by federal contractors and subcontractors and requires them to develop affirmative action plans and to take positive steps to eliminate employment bias. Establishes Office of Federal Contract Compliance.

Age Discrimination in Employment Act of 1967 (revised 1978; 1986) prohibits discrimination against employees and applicants who are over 40 years of age.

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs or activities that receive federal funds.

Equal Pay Act of 1963 (amendment to FLSA) prohibits unequal pay for males and females with equal skill, effort, and responsibility working under similar working conditions.

The Vocational Rehabilitation Act of 1973 requires federal contractors to take affirmative action to employ and promote qualified handicapped persons (Section 503) and prohibits discrimination against handicapped persons in any program or activity receiving federal financial assistance (Section 504).

Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, requires employers to take affirmative action to employ and advance disabled veterans and qualified veterans of the Vietnam era.

The Americans with Disabilities Act of 1990 (ADA) protects qualified individuals with a disability. The Act requires employers to make reasonable accommodation to facilitate employment of disabled individuals unless the employer can show the accommodation would impose undue hardship on the operation of business.

Immigration Reform and Control Act of 1986 IRCA (revised 1990) amends the employer-verification and unfair immigration related employment practices as defined by the IRCA.

The Civil Rights Act of 1991 expands the scope of relevant civil rights statutes to provide adequate protection to victims of discrimination, and provides appropriate remedies for intentional discrimination and unlawful harassment in the workplace

District of Columbia Human Rights Act of 1977 prohibits discrimination based on race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, physical disability, source of income, and place of residence or business.