

ANTIDISCRIMINATION LAWS IN THE UNITED STATES

PART II

1. **Pregnancy Discrimination Act**

The Pregnancy Discrimination Act was passed to amend Title VII of the Civil Rights Act of 1964 and prohibits discrimination on the basis of pregnancy, childbirth, or a related medical condition.

2. **Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)**

Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employment discrimination based on genetic information.

3. **The Vietnam Era Veterans' Readjustment Assistance Act**

The Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) sets out many requirements related to US military veterans. Discrimination against US military veterans is prohibited in all employment practices.

4. **Civil Rights Act of 1991**

The Civil Rights Act of 1991 was passed as the result of several US Supreme Court cases that limited the right of employees who sued their employers for discrimination. The Act established a plaintiff's right to a trial by jury and also introduced the possibility of damages for emotional stress and punitive damages. This is important because jury trials have significant financial cost, and juries tend to be more sympathetic towards the plaintiff, and not for the employer.