

ANTIDISCRIMINATION LAWS IN THE UNITED STATES

1. Title VII of the Civil Rights Act of 1964 (Title VII)

The Title VII of the Civil Rights Act of 1964, often referred to as Title VII, prohibits discrimination in employment practices based on race, color, religion, sex (includes gender, sexual orientation, and gender identity), or national origin. It also prohibits discrimination of an individual because of their association with another individual of a particular race, color, religion, sex, or national origin.

2. Equal Pay Act of 1963 (EPA)

The Equal Pay Act of 1963 was established to protect employees who perform substantially equal work for a company from pay discrimination based on their gender. This protection extends to all forms of compensation such as bonuses, benefits, and allowances. Recent regulatory changes based on the EPA have been designed to provide federal agencies with greater visibility into federal contractor pay practices, including a requirement to submit aggregated compensation data to the US Government annually.

3. Age Discrimination in Employment Act of 1967 (ADEA)

Prohibits employment discrimination of applicants and associates that are 40 years of age or older against discrimination in employment practices.

4. Title I and Title V of the Americans with Disabilities Act of 1990, as amended (ADA)

Title 1 of the American with Disabilities Act protects individuals with a disability, or a perceived disability from discrimination in the workplace. The definition of a person with a disability is typically defined as someone who:

- (1) has a physical or mental impairment that substantially limits one or more "major life activities,"
- (2) has a record of such an impairment, or
- (3) is regarded as having such an impairment.

Examples of discrimination that would not be acceptable under the ADA may include, but is not limited to, terminating or not extending a job offer to someone based on a real or perceived disability, segregation, and harassment based on a disability. Title 1 also requires employers to provide reasonable accommodations to employees with a disability to allow them to be able to perform the essential duties of their job.

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Title 5 of the ADA prohibits retaliation and coercion. An individual who exercises their rights or assists others in exercising their rights under the ADA cannot be retaliated against or coerced. Examples would include, but not be limited to, threats, intimidation, excluding, and blocking advancement.

5. 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.

6. 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.

7. 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.

8. 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.