



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. For example, an employer cannot hire only men for a job or pay women less than men for the same work.

DISABILITY

It is illegal for an employer to discriminate against an employee or applicant with a disability. A disability is a physical or mental impairment that substantially limits one or more major life activities. An employer must provide reasonable accommodations to qualified individuals with disabilities unless it would cause undue hardship.

AGE

It is illegal for an employer to discriminate against an employee or applicant on the basis of age. This protection applies to individuals who are 40 years of age or older. For example, an employer cannot fire someone just because they are old.

SEX (PREGNANCY)

It is illegal for an employer to discriminate against an employee or applicant on the basis of sex, including pregnancy, childbirth, or related medical conditions. This includes decisions about hiring, firing, promotion, pay, and benefits. For example, an employer cannot refuse to hire a woman because she is pregnant.

GENETICS

It is illegal for an employer to discriminate against an employee or applicant on the basis of genetic information. This includes decisions about hiring, firing, promotion, pay, and benefits. For example, an employer cannot ask about an employee's family medical history or use genetic testing to make employment decisions.

RETALIATION

It is illegal for an employer to retaliate against an employee or applicant for exercising their rights under the law. For example, an employer cannot fire someone for filing a complaint or lawsuit about 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 does not go away, you should file a complaint with the Equal Employment Opportunity Commission (EEOC) or your state's fair employment practices agency. You can also file a lawsuit in court. For more information, call the EEOC at 1-800-649-3024 or visit their website at www.eeoc.gov.

