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Unlawful Discrimination in the Workplace

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**AN INTRODUCTION TO TITLE VII OF
THE CIVIL RIGHTS ACT OF 1964 (TITLE
VII), THE AGE DISCRIMINATION IN
EMPLOYMENT ACT (ADEA) AND THE
AMERICANS WITH DISABILITIES ACT
(ADA.)**

- OVERVIEW OF THE LAW
- WHAT IS A "PROTECTED CLASS"?
- CUTTING EDGE ISSUES: SEXUAL ORIENTATION AND TRANSGENDER INDIVIDUALS
- WHAT IS "UNLAWFUL ACTIVITY"?

- SEXUAL HARASSMENT: WHAT IT IS, WHAT IT ISN'T
- WHAT EMPLOYERS DOES THE LAW APPLY TO?
- THE PREGNANCY ACT OF 1978
- POTENTIAL DAMAGES UNDER TITLE VII
- HOW TO BRING A CLAIM

THE AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

THE AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

- OVERVIEW OF THE LAW
- POTENTIAL DAMAGES
- RETALIATION CLAIMS
- HOW TO BRING A CLAIM

AMERICANS WITH DISABILITIES ACT (ADA)

AMERICANS WITH DISABILITIES ACT (ADA)

- OVERVIEW OF THE LAW
- DEFINITION OF A DISABILITY
- WHAT IS A REASONABLE ACCOMMODATION?
- WHAT IS PROHIBITED?

AMERICANS WITH DISABILITIES ACT (ADA)

- RETALIATION CLAIMS
- POTENTIAL DAMAGES
- HOW TO BRING A CLAIM

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

- **DEFINITIONS**
- **APPLICABILITY TO FOREIGN AND RELIGIOUS
EMPLOYMENT**
- **UNLAWFUL EMPLOYMENT PRACTICES**
- **OTHER UNLAWFUL EMPLOYMENT PRACTICES**

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

- EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
- ENFORCEMENT PROVISIONS
- CIVIL ACTIONS BY THE ATTORNEY GENERAL
- EFFECT ON STATE LAWS
- INVESTIGATIONS

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

- CONDUCT OF HEARINGS AND INVESTIGATIONS PURSUANT TO SECTION 161 OF Title 29
- POSTING OF NOTICES; PENALTIES
- VETERANS' SPECIAL RIGHTS OR PREFERENCE
- REGULATIONS; CONFORMITY OF REGULATIONS WITH ADMINISTRATIVE PROCEDURE PROVISIONS; RELIANCE ON INTERPRETATIONS AND INSTRUCTIONS OF COMMISSION

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

- APPLICATION TO PERSONNEL OF COMMISSION OF SECTIONS 111 AND 1114 OF TITLE 18; PUNISHMENT FOR VIOLATION OF SECTION 1114 OF TITLE 18
- *TRANSFER OF AUTHORITY*
- EQUAL EMPLOYMENT OPPORTUNITY COORDINATING COUNCIL; ESTABLISHMENT; COMPOSITION; DUTIES; REPORT TO PRESIDENT AND CONGRESS

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

- PRESIDENTIAL CONFERENCES; ACQUAINTANCE OF LEADERSHIP WITH PROVISIONS FOR EMPLOYMENT RIGHTS AND OBLIGATIONS; PLANS FOR FAIR ADMINISTRATION; MEMBERSHIP
- *TRANSFER OF AUTHORITY*
- EMPLOYMENT BY FEDERAL GOVERNMENT
- PROCEDURE FOR DENIAL, WITHHOLDING, TERMINATION, OR SUSPENSION OF GOVERNMENT CONTRACT SUBSEQUENT TO ACCEPTANCE BY GOVERNMENT OF AFFIRMATIVE ACTION PLAN OF EMPLOYER; TIME OF ACCEPTANCE OF PLAN

The Pregnancy Discrimination Act of 1978

THE AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

The Pregnancy Discrimination Act of 1978

- CONGRESSIONAL STATEMENT OF FINDINGS AND PURPOSE
- EDUCATION AND RESEARCH PROGRAM; RECOMMENDATION TO CONGRESS
- PROHIBITION OF AGE DISCRIMINATION
- STUDY BY SECRETARY OF LABOR; REPORTS TO PRESIDENT AND CONGRESS; SCOPE OF STUDY; IMPLEMENTATION OF STUDY; TRANSMITTAL DATE OF REPORTS

The Pregnancy Discrimination Act of 1978

- ADMINISTRATION
- RECORDKEEPING, INVESTIGATION, AND ENFORCEMENT
- NOTICES TO BE POSTED
- RULES AND REGULATIONS
- CRIMINAL PENALTIES

The Pregnancy Discrimination Act of 1978

- DEFINITIONS
- AGE LIMITS
- ANNUAL REPORT
- FEDERAL-STATE RELATIONSHIP
- NONDISCRIMINATION ON ACCOUNT OF AGE IN FEDERAL GOVERNMENT EMPLOYMENT
- EFFECTIVE DATE
- AUTHORIZATION OF APPROPRIATIONS

AMERICANS WITH DISABILITIES ACT OF 1990 (ADA)

AMERICANS WITH DISABILITIES ACT OF 1990 (ADA)

- Titles I and V of the Americans with Disabilities Act of 1990 (ADA)
- FINDINGS AND PURPOSES
- DEFINITION OF DISABILITY
- ADDITIONAL DEFINITIONS
- DEFINITIONS
- DISCRIMINATION

AMERICANS WITH DISABILITIES ACT OF 1990 (ADA)

- DEFENSES
- **ILLEGAL USE OF DRUGS AND ALCOHOL**
- POSTING NOTICES
- REGULATIONS
- ENFORCEMENT

**SUBCHAPTER IV *[TITLE V]*-
MISCELLANEOUS PROVISIONS**

SUBCHAPTER IV *[TITLE V]*- MISCELLANEOUS PROVISIONS

- CONSTRUCTION
- STATE IMMUNITY
- PROHIBITION AGAINST RETALIATION AND COERCION
- REGULATIONS BY THE ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD

SUBCHAPTER IV *[TITLE V]*- MISCELLANEOUS PROVISIONS

- ATTORNEY'S FEES
- TECHNICAL ASSISTANCE
- FEDERAL WILDERNESS AREAS
- TRANSVESTITES
- COVERAGE OF CONGRESS AND THE AGENCIES
OF THE LEGISLATIVE BRANCH
- ILLEGAL USE OF DRUGS

SUBCHAPTER IV *[TITLE V]*- MISCELLANEOUS PROVISIONS

- DEFINITIONS
- ALTERNATIVE MEANS OF DISPUTE
RESOLUTION
- SEVERABILITY

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