Equal Employment Opportunity is
THE LAW

Employers
Holding Federal
Contracts or
Subcontracts
Applicants to and employees of companies
with a Federal government contract or sub-
contract are protected under the following
Federal authorities:
RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, pro-
hibits job discrimination on the basis of
race, color, religion, sex or national origin,
and requires affirmative action to ensure
equality of opportunity in all aspects of
employment.

INDIVIDUALS WITH
DISABILITIES

Section 503 of the Rehabilitation Act of
1973, as amended, prohibits job discrimina-
tion because of disability and requires affir-
mative action to employ and advance in
employment qualified individuals with dis-
abilities who, with reasonable accommoda-
tion, can perform the essential functions of
a job.

VIETNAM ERA, SPECIAL
DISABLED, RECENTLY
SEPARATED, AND OTHER
PROTECTED VETERANS

38 U.S.C. 4212 of the Vietnam Era
Veterans’ Readjustment Assistance Act of
1974, as amended, prohibits discrimination
and requires affirmative action to employ
and advance in employment qualified disabil-
disabled veterans, recently separated vet-
erans, and other protected veterans.

Any person who believes a contractor has
violated its nondiscrimination or affirmative
action obligations under the authorities
above should contact immediately:
The Office of Federal Contract Compliance
Programs (OFCCP), Employment Standards
Administration, U.S. Department of Labor,
200 Constitution Avenue, N.W.,
Washington, D.C. 20210 or call (202) 693-
0101, or an OFCCP regional or district
office, listed in most telephone directories
under U.S. Government, Department of Labor.

Private Employment,
State and Local
Governments,
Educational Institutions
Applicants to and employees of most private employers, state
and local governments, educational institutions, employment
agencies and labor organizations are protected under the fol-
lowing Federal laws:
RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, prohibits
discrimination in hiring, promotion, discharge, pay, fringe ben-
etfits, job training, classification, referral, and other aspects of
employment, on the basis of race, color, religion, sex or nation-
al origin.

DISABILITY

The Americans with Disabilities Act of 1990, as amended, pro-
tects qualified applicants and employees with disabilities from
discrimination in hiring, promotion, discharge, pay, job train-
ing, fringe benefits, classification, referral, and other aspects of
employment on the basis of disability. The law also requires
that covered entities provide qualified applicants and employ-
ees with disabilities reasonable accommodations that do not impose undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as
amended, protects applicants and employees 40 years of age or
older from discrimination on the basis of age in hiring, promo-
tion, discharge, compensation, terms, conditions or privileges
of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of
the Civil Rights Act of 1964, as amended (see above), the Equal
Pay Act of 1963, as amended, prohibits sex discrimination in
payment of wages to women and men performing substantially
equal work in the same establishment.

Retaliation against a person who files a charge of discrimina-
tion, participates in an investigation, or opposes an unlawful
employment practice is prohibited by all of these Federal laws.

If you believe that you have been discriminated against
under any of the above laws, you should contact immediately:
The U.S. Equal Employment Opportunity Commission
(EEOC), 1801 L Street, N.W., Washington, D.C. 20507 or an
EEOC field office by calling toll free (800) 669-4000. For indi-
viduals with hearing impairments, EEOC’s toll free TDD num-
ber is (800) 669-6820.

Programs or
Activities Receiving
Federal Financial
Assistance
RACE, COLOR, NATIONAL
ORIGIN, SEX

In addition to the protection of Title VII of
the Civil Rights Act of 1964, as amended,
Title VI of the Civil Rights Act prohibits
discrimination on the basis of race, color or
national origin in programs or activities
receiving Federal financial assistance.
Employment discrimination is covered by
Title VI if the primary objective of the
financial assistance is provision of employ-
ment, or where employment discrimination
causes or may cause discrimination in pro-
viding services under such programs. Title
IX of the Education Amendments of 1972
prohibits employment discrimination on the
basis of sex in educational programs or
activities which receive Federal assistance.

INDIVIDUALS WITH
DISABILITIES

Sections 501, 504 and 505 of the
Rehabilitation Act of 1973, as amended, pro-
hibits employment discrimination on the basis
of disability in any program or activi-
ty which receives Federal financial assis-
tance in the federal government.

Discrimination is prohibited in all aspects
of employment against persons with dis-
abilities who, with reasonable accommoda-
tion, can perform the essential functions of
a job.

If you believe you have been discriminated
against in a program of any institution
which receives Federal assistance, you
should contact immediately the Federal
agency providing such assistance.