

## MAJOR FEDERAL EQUAL EMPLOYMENT OPPORTUNITY LEGISLATION

Law	Major Provisions	Applies To	Enforcement Agency	Possible Penalties
Civil Rights Act	equal opportunity regardless of race, religion, sex, or national origin	employers and unions with 15 or more employees/members	Equal Employment Opportunity Commission (EEOC)	court-ordered affirmative action; reinstatement; back pay; other "make-whole" remedies
Equal Pay Act	equal pay for equal work regardless of sex	employers subject to Fair Labor Standards Act	EEOC	back pay; wage adjustments; "liquidated" double damages
Pregnancy Discrimination Act	equal treatment of pregnant employees	employers and unions with 15 or more employees/members	EEOC	back pay; other "make-whole" remedies
Vocational Rehabilitation Act	equal opportunity for the handicapped	federal government agencies, government contractors on jobs in excess of \$2,500	Office of Federal Contract Compliance; Civil Service Commission	contract cancellation
Age Discrimination in Employment Act	equal opportunity for ages 40-70	employers with 20 or more employees, unions with 25 or more members	EEOC	court-ordered affirmative action; reinstatement; back pay; other "make-whole" remedies; liquidated or other compensatory damages

SOURCE: Moore, Magaldi, & Gray, (1987). The legal environment of business: A contextual approach. South-Western, p. 539.

### BASES FOR CLAIMS OF DISCRIMINATION UNDER TITLE 7

Disparate treatment: Refusal to grant individual some employment benefit, e.g. refusal to hire

Pattern or practice of discrimination

Disparate impact

Failure to accommodate (reasonably) to religious practices