



Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

It is illegal to discriminate on the basis of race, color, religion, sex, or national origin in hiring, firing, promotion, or any other terms and conditions of employment. This includes decisions about pay, benefits, and workplace safety. Employers are prohibited from making decisions based on stereotypes or generalizations about these groups.

DISABILITY

It is illegal to discriminate against a qualified individual with a disability. A disability is defined as a physical or mental impairment that substantially limits one or more major life activities. Employers must provide reasonable accommodations to enable qualified individuals with disabilities to perform their jobs.

AGE

It is illegal to discriminate on the basis of age in hiring, firing, promotion, or any other terms and conditions of employment. This protection applies to individuals who are 40 years of age or older.

SEX (PREGNANCY)

It is illegal to discriminate on the basis of sex, including pregnancy, childbirth, or related medical conditions. This includes decisions about pay, benefits, and workplace safety. Employers are prohibited from making decisions based on stereotypes or generalizations about these groups.

GENETICS

It is illegal to discriminate on the basis of genetic information. This includes decisions about pay, benefits, and workplace safety. Employers are prohibited from making decisions based on stereotypes or generalizations about these groups.

RETALIATION

It is illegal to retaliate against an individual who has filed a complaint or participated in an investigation. This includes decisions about pay, benefits, and workplace safety.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

If you believe you have been discriminated against, you should first contact your employer to resolve the issue. If the issue is not resolved, you should contact the EEOC at 1-800-368-2746. You can also file a charge with your state or local fair employment agency. The EEOC will investigate the charge and may attempt to mediate the dispute. If mediation fails, the EEOC may file a lawsuit on your behalf.

