



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

### RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

• The Equal Employment Opportunity Act of 1972 amended the original 1967 Act to include sex and national origin as protected categories. The Act also established the Equal Employment Opportunity Commission (EEOC) to enforce the law. The EEOC is a federal agency that receives and investigates complaints of discrimination. It can file lawsuits on behalf of victims or sue employers directly. The Act also requires employers to post notices of the law in their workplaces.

### DISABILITY

• The Americans with Disabilities Act (ADA) of 1990 is a landmark civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that the general public has access to. It is the first major federal law that requires employers to make accommodations for people with disabilities. The ADA defines a disability as a physical or mental impairment that substantially limits one or more major life activities. The law also requires employers to provide reasonable accommodations to qualified individuals with disabilities.

### AGE

• The Age Discrimination in Employment Act (ADEA) of 1967 is a federal law that prohibits age discrimination in the workplace. It applies to employers with 15 or more employees. The law prohibits employers from discriminating against employees on the basis of age in hiring, firing, promotion, demotion, and compensation. The ADEA also requires employers to provide reasonable accommodations for older workers.

### SEX (AGES)



## **Employers Holding Federal Contracts or Subcontracts Section Revisions**

*The Executive Order 11246 section is revised as follows:*

### **RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN**

Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

### **PAY SECRECY**

Executive Order 11246, as amended, protects applicants and employees from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral,

contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

*The Vietnam Era, Special Disabled Veterans section is revised as follows:*

### **PROTECTED VETERANS**

The Vietnam Era Veterans' Readjustment Assistance Act (1974) (VEVRAA) prohibits employment, disabled veterans, recently separated veterans

(including veterans who were discharged with honorable conditions other than dishonorable discharge, from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

*Mandatory Supplement to EEOC P/E-1(Revised 11/09) "EEO is the Law" Poster.*

If you believe that you have experienced discrimination contact OFCCP: 1-800-397-6251 | TTY 1-877-889-5627 | [www.dol.gov](http://www.dol.gov).