

Appendix C

MAJOR FEDERAL EQUAL EMPLOYMENT OPPORTUNITY LAWS AND REGULATIONS

| Act | Year | Key Provisions |
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| Broad-Based Discrimination | | |
| Title VII, Civil Rights Act of 1964 | 1964 | Prohibits discrimination in employment on basis of race, color, religion, sex, or national origin |
| Executive Orders 11246 and 11375 | 1965 1967 | Require federal contractors and subcontractors to eliminate employment discrimination and prior discrimination through affirmative action |
| Executive Order 11478 | 1969 | Prohibits discrimination in the U.S. Postal Service and in the various government agencies on the basis of race, color, religion, sex, national origin, handicap, or age |
| Vietnam Era Veterans' Readjustment Assistance Act | 1974 | Prohibits discriminations against Vietnam-era veterans by federal contractors and the U.S. government and requires affirmative action |
| Civil Rights Act of 1991 | 1991 | Overturns several past Supreme Court decisions and changes damage claims provisions |
| Congressional Accountability Act | 1995 | Extends EEO and Civil Rights Act provisions to U.S. congressional staff |
| Race/National Origin Discrimination | | |
| Immigration Reform and Control Act | 1986 1990 1996 | Establishes penalties for employers who knowingly hire illegal aliens; prohibits employment discrimination on the basis of national origin or citizenship |
| Gender/Sex Discrimination | | |
| Equal Pay Act | 1963 | Requires equal pay for men and women performing substantially the same work |
| Pregnancy Discrimination Act | 1978 | Prohibits discrimination against women affected by pregnancy, childbirth, or related medical conditions; requires that they be treated as all other employees for employment-related purposes, including benefits |

| Act | Year | Key Provisions |
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| Age Discrimination | | |
| Age Discrimination in Employment Act (as amended in 1978 and 1986) | 1967 | Prohibits discrimination against persons over age 40 and restricts mandatory retirement requirements, except where age is a bona fide occupational qualification |
| Older Workers Benefit Protection Act of 1990 | 1990 | Prohibits age-based discrimination in early retirement and other benefits plans |
| Disability Discrimination | | |
| Vocational Rehabilitation Act and Rehabilitation Act of 1974 | 1973 1974 | Prohibit employers with federal contracts over \$2,500 from discriminating against individuals with disabilities |
| Americans with Disabilities Act | 1990 | Requires employer accommodations for individuals with disabilities |