Equal Employment Opportunity is

THE LAW

Employers
Holding Federal
Contracts or
Subcontracts

Applicants to and employees of
companies with a Federal government
contract or subcontract are
protected under the following
Federal authorities:

RACE, COLOR, RELIGION,
SEX, NATIONAL ORIGIN

Executive Order 11246, as amended,
prohibits 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
discrimination because of disability
and requires affirmative action to
employ and advance in employment
qualified individuals with disabilities
who, with reasonable accommodation,
can perform the essential functions
of a job.

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

The Vietnam Era Veterans’ Readjustment
Assistance Act of 1974, as amended, 38 U.S.C.,
4212, prohibits job discrimination and requires
affirmative action to employ and advance in
employment qualified Vietnam era veterans, qualified
special disabled veterans, recently separated
veterans, and other protected veterans. A recently
separated veteran is any veteran during the three-
year period beginning on the date of such veteran’s
discharge or release from active duty in the U.S.
military, ground, naval or air service.

RETRATIATION

Retaliation is prohibited against a person who files
a charge of discrimination, participates in an OFCCP
proceeding, or otherwise opposes discrimination
under these Federal laws.

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, DC 20210,
(202) 693-0101 or call an OFCCP regional or district
office listed in most telephone directories under U.S.
Government, Department of Labor. For individuals
with hearing impairment, OFCCP’s TTY number is
(202) 693-1337.

Private Employment,
State and Local Governments,
Eduational Institutions,
Employment Agencies and
Labor Organizations

Applicants to and employees of
most private employers, state
and local governments,
educational institutions,
employment agencies
and labor organizations are
protected under the following
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
benefits, job training,
classification, referral, and other
aspects of employment, on the
basis of race, color, religion, sex
(including pregnancy and sexual
harassment) or national origin.
Religious discrimination includes
failing to reasonably
accommodate an employee’s
religious practices where the
accommodation does not impose
undue hardship.

DISABILITY

Title I and Title V of the
Americans with Disabilities Act of
1990 (ADA), as amended,
protect qualified applicants and
employees with disabilities from
discrimination in hiring,
promotion, discharge, pay, job
training, 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 employees with
disabilities with reasonable
accommodations, unless such
accommodations would impose
an undue hardship on the
employer.

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,
promotion, 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,
the Equal Pay Act of 1963, as
amended, prohibits sex
discrimination in payment of
wages to women and men
performing substantially equal work, in jobs that
require equal skill, effort and responsibility under
similar working conditions, in the same
establishment.

RETRATIATION

Retaliation is prohibited against a person who files a
charge of discrimination, participates in a
discrimination proceeding, or otherwise opposes
discrimination under these Federal laws.

If you believe that you have been discriminated
against under any of the above laws, and to ensure
that you meet strict procedural timelines to preserve
the ability of EEOC to investigate your complaint and
to protect your right to file a private lawsuit, you
should immediately contact:

The U.S. Equal Employment Opportunity
Commission (EEOC), Washington, DC 20507 or an
EEOC field office by calling toll free (1-800) 669-4000.
For individuals with hearing impairments,
EEOC’s toll free TTY number is 1-800 669-6820.

Programs or Activities Receiving
Federal Financial Assistance

RACE, COLOR, SEX, NATIONAL ORIGIN

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
employment, or where employment discrimination
causes or may cause discrimination in providing
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

Section, 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on
the basis of disability in any program or activity which receives Federal financial assistance in the federal
government, public or private agency.
Discrimination is prohibited in all aspects of
employment against persons with disabilities who,
with or without reasonable accommodation, 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.

Publication OFCCP 1420
Revised August 2008