

# FEDERAL AND STATE ANTI-DISCRIMINATION LAWS

## CONNECTICUT

### CONSTITUTIONAL PROVISIONS

### SUBJECT

Article First, Section 1

Equality of Rights

Article First, Section 3

Right of Religious Liberty

Article First, Section 20, as amended by Article V and Article XXI of the Amendments to the Connecticut Constitution

Equal Protection under the law for all persons; nondiscrimination in exercise of civil and political rights on the basis of religion, race, color, ancestry, national origin and sex or physical and mental disability.

### CONNECTICUT GENERAL STATUTES

### SUBJECT

C.G.S. Section 2-120

Establishment of Latino and Puerto Rican Affairs Commission

C.G.S. Section 2-121

Establishment of African-American Affairs Commission

C.G.S. Section 2-122

Establishment of Asian Pacific American Affairs Commission

C.G.S. Section 4-61t

Committee on Career Entry and Mobility established re: needs of persons with disabilities

C.G.S. Section 4-61u

Upward mobility, accommodation/training of persons with disabilities

C.G.S. Section 4-61aa

Committee to encourage employment by the State of persons with disabilities

C.G.S. Section 4-61dd (b) (2) (3)

Whistleblower complaint provisions, allows state or quasi-public agency employees, or employees of large state contractors to file retaliation complaints with CHRO Chief Human Rights Referee or Attorney General

C.G.S. Section 4-61nn

Adaptation of administration of tests to needs of persons with disabilities

C.G.S. Section 4a-2c

Diversity Training Program

C.G.S. Section 4a-59

Award of Contracts

C.G.S. Section 4a-59a

Restrictions of contract extensions

C.G.S. Section 4a-60

Affirmative Action provisions in state contracts and nondiscrimination on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, intellectual disability and physical disabilities (including blindness)

C.G.S. Section 4a-60a

Nondiscrimination clauses in state contracts on the basis of sexual orientation

C.G.S. Section 4a-60g to 4a-60j

Establishment of small business and minority business set-aside program involving state contracts administered by the Department of Administrative Services

## CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 4a-61	Requirement of procedures for the award of state contracts concerning minority business enterprises
C.G.S. Section 4a-62	Establishment of Minority Business Enterprise Review Committee
C.G.S. Section 5-195	Merit principles to be observed
C.G.S. Section 5-219	Character of examinations, qualifications for admission
C.G.S. Section 5-227	Prohibition of discrimination in state classified service because of discriminatory employment practices (as defined in CGS Section 46a-51) and discrimination due to political affiliation.
C.G.S. Section 5-227a	Promotion by reclassification of promotion
C.G.S. Section 5-228	Promotional appointments, original appointments, hiring protected class members, sex discrimination
C.G.S. Section 5-228e	Meeting affirmative action goals in state agencies
C.G.S. Section 5-267	Officers, appointing authorities and employees to comply with law
C.G.S. Section 8-265c	Non-discrimination in housing financed by Connecticut Housing Finance Authority (CHFA) on the basis of race, creed, color, national origin, ancestry or sex; affirmative action required of contractors engaged in construction of housing financed by CHFA
C.G.S. Section 10-15c	Discrimination in public schools prohibited on the basis of race, color, sex, religion, national origin or sexual orientation.
C.G.S. Section 10-17f	Requirement of program of bilingual education in public schools where applicable.
C.G.S. Section 10-18a	Requires use in public schools of instructional materials representative of all races, ethnic origins and both sexes.
C.G.S. Section 10-153	Nondiscrimination in employment of teachers by local or regional boards of education on the basis of sex and marital status.
C.G.S. Section 10a-10	Establishment of Office of Educational Opportunity to aid disadvantaged students and ensure workforce diversity in public institutions of higher education.
C.G.S. Section 10a-11(a)	The Board of Governors for Higher Education shall develop a strategic plan to ensure racial and ethnic diversity of workforce within state system of higher education.
C.G.S. Section 17a-541, 17a-549	Prohibition against denying housing, employment, civil or legal rights on the basis of psychiatric disability or past or present history of mental disability.

**CONNECTICUT GENERAL STATUTES SUBJECT**

C.G.S. Section 19a-581 to 19a-590	AIDS testing and medical information
C.G.S. Section 27-59	Prohibition against discrimination and segregation in armed forces of the state on the basis of race, creed or color
C.G.S. Section 29-7m	Record and classification of crimes motivated by bigotry or bias
C.G.S. Section 31-22p	Non-discrimination in apprenticeship program training standards within state on the basis of race, color, religion, sex, age and national origin; provide training, employment and upgrading opportunities for disadvantaged workers.
C.G.S. Section 31-40	Breastfeeding in the Workplace
C.G.S. Section 31-51d	Non-discrimination in apprenticeship programs
C.G.S. Section 31-75	Non-discrimination in compensation based solely on the basis of sex
C.G.S. Section 31-128i	Privacy Rights for State Employees
C.G.S. Section 32-9e through h	Set aside program for minority business enterprises
C.G.S. Section 36a-737	Prohibition against discrimination in granting of mortgage and home improvement loans for owner-occupied properties by financial institutions on the basis of geographical or neighborhood areas.
C.G.S. Section 38a-446	Prohibition against discrimination towards classes of insureds in transactions involving life insurance.
C.G.S. Section 38a-488	Discrimination in insurance prohibited
C.G.S. Section 38a-543	Age discrimination in group insurance coverage prohibited
C.G.S. Section 38a-816	Prohibition against unfair insurance practices on the basis of race, color, creed, physical disability, intellectual disability, blindness, and genetic information.
C.G.S. Section 38a-824	Prohibition against redlining in real estate insurance transactions
C.G.S. Section 40a-60g	Transferring enforcement of the Set-aside program from DECD to DAS and CHRO
C.G.S. Section 46a-1	Establishment of a Permanent Commission on the Status of Women
C.G.S. Section 46a-10	Establishment of an Office of Protection and Advocacy for persons with disabilities
C.G.S. Section 46a-27	Establishment of a commission for the advocacy of deaf and hearing impaired persons; and providing of qualified interpreter services

## CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-52	Establishment of the state commission for civil and human rights enforcement, the Commission on Human Rights and Opportunity; concerning the review and dismissal of discriminatory practice complaints by CHRO
C.G.S. Section 46a-54	Concerning Diversity Training for State Employees
C.G.S. Section 46a-54(15)(a)	Sexual harassment education and training in the workplace
C.G.S. Section 46a-54(16)	Requirement that state agencies conduct diversity training for state employees
C.G.S. Section 46a-55	In lieu of Commission Counsel, CHRO authorized to employ legal staff; authority provided to agency's executive director to assign legal staff to represent CHRO
C.G.S. Section 46a-56	Broad grant of authority regarding discriminatory practices
C.G.S. Section 46a-57 (d)	Chief Human Rights Referees
C.G.S. Section 46a-58	Deprivation of rights, desecration of property, or cross burning
C.G.S. Section 46a-58(a)	Prohibition against deprivation of civil rights on the basis of religion, national origin, alienage, color, race, sex, blindness or physical disability
C.G.S. Section 46a-59(a)	Prohibition against discrimination in professional and occupational associations on the basis of race, national origin, creed, sex or color
C.G.S. Section 46a-60	Discriminatory employment practices prohibited
C.G.S. Section 46a-60 (a)(1)	Prohibition against refusal to hire or employ, to bar or discharge from employment, discriminate in compensation, or in terms, conditions or privileges of employment, or on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability and physical disability (including blindness) without bona fide occupational qualifications or need
C.G.S. Section 46a-60 (a)(2)	Prohibition against employment agencies' failure or refusal to properly classify or refer one on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability and physical disability (including blindness)
C.G.S. Section 46a-60 (a)(3)	Prohibition against discrimination regarding membership and membership rights; discrimination against members or employers or to expel from membership by labor organizations on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, and physical disability (including blindness)
C.G.S. Section 46a-60 (a)(4)	Prohibition against retaliation for exercising right to file or participate in the processing of a discrimination complaint; prohibition against retaliation on the basis of opposing discriminatory employment practices

## CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-60 (a)(5)	Prohibition against aiding, abetting or inciting discriminatory employment practices
C.G.S. Section 46a-60 (a)(6)	Prohibition against advertising of employment opportunities in a manner that discriminates on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, and physical disability (including blindness)
C.G.S. Section 46a-60 (a)(7)	Prohibition against termination of employment because of pregnancy; right of reinstatement and employment benefits; right to request temporary transfer
C.G.S. Section 46a-60 (a)(8)	Prohibition against sexual harassment in employment
C.G.S. Section 46a-60 (a)(9)	Prohibition against requiring information on familial responsibilities, pregnancy or birth control information in employment situations or union membership unless bona fide occupational qualification exists
C.G.S. Section 46a-60 (a)(10)	Requirement of employer to take reasonable measures to protect employee from exposure to workplace hazard pursuant to C.G.S. Section 46a-60 (a) (9)
C.G.S. Section 46a-60(a)(11)	Use of genetic information in employment decisions prohibited
C.G.S. Section 46a-64	Prohibition against discrimination and segregation in places of public accommodations on the basis of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, intellectual disability, mental disability, or physical disability; requirement of full and equal access to blind, deaf, or mobility impaired persons with guide dog; prohibits limiting breastfeeding
C.G.S. Section 46a-64a	Discrimination against families with children prohibited
C.G.S. Section 46a-64c	Prohibition against housing discrimination on the basis of race, color, creed, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability
C.G.S. Section 46a-66	Prohibition against discriminatory credit practices by creditors on the basis of sex, age, race, color, religious creed, national origin, ancestry, marital status, intellectual disability, learning disability, blindness, or physical disability
C.G.S. Section 46a-68 (as amended by Public Acts 99-233 & 01-28)	State affirmative action plans; filing; monitoring report; affirmative action officers; regulations

**CONNECTICUT GENERAL STATUTES SUBJECT**

- C.G.S. Section 46a-68(a) Each state agency shall develop and implement, in cooperation with CHRO an affirmative action plan that commits the agency to a program of affirmative action in all aspects of personnel and administration.
- C.G.S. Section 46a-68(b)(2) CHRO shall provide training and technical assistance to affirmative action officers in plan development and implementation.
- C.G.S. Section 46a-68(b)(3) CHRO and the Permanent Commission on the Status of Women shall provide training concerning state and federal discrimination laws and techniques for conducting internal investigations of discrimination complaints to persons designated by state agencies as affirmative action officers and persons designated by the Attorney General or the Attorney General's designee to represent the agency. Such training shall be provided for a minimum of ten hours during the first year of service and a minimum of five hours per year thereafter
- C.G.S. Section 46a-68(b)(4) Each person designated by an agency or department board as an affirmative action officer shall (A) be responsible for mitigating any discriminatory conduct within the agency or department, (B) investigate all complaints of discrimination made against the state agency or department, (C) report all findings and recommendations upon the conclusion of an investigation to the commissioner or director of a state agency or department for proper action and (D) complete 10 hours of training by the CHRO and PCSW
- C.G.S. Section 46a-68(b)(5) No person designated by an agency or department as an affirmative action officer shall represent the agency or department before CHRO or EEOC. If a complaint of discrimination is filed with CHRO or EEOC against a state agency or department, the Attorney General or designee, of the Attorney General, other than the affirmative action officer shall represent the agency or department before CHRO and EEOC
- C.G.S. Section 46a-68(c) Requires state agencies to file affirmative action plans with CHRO. Agencies with fewer than 20 employees to file biennially.
- C.G.S Section 46a-69 Discriminatory practices by state agencies prohibited
- C.G.S. Section 46a-70 (as amended by Public Act 01-28) Guarantee of equal employment in state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness)
- C.G.S. Section 46a-70 (a) Judicial Department included in guarantee of equal employment in state agencies.

## CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-71 (as amended by Public Act 01-28)	Non-discrimination in services provided by state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness)
C.G.S. Section 46a-72 (as amended by Public Act 01-28)	Discrimination in job placement by state agencies prohibited
C.G.S. Section 46a-73 (as amended by Public Act 01-28)	Discrimination in state licensing and charter procedures prohibited
C.G.S. Section 46a-74	State agencies not to permit discriminatory practices in professional or occupational associations, public accommodations or housing
C.G.S. Section 46a-75(a) (as amended by Public Act 01-28)	Non-discrimination in state educational, counseling, apprenticeship and on-the-job training programs on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness)
C.G.S. Section 46a-76(a) (as amended by Public Act 01-28)	Non-discrimination in allocation of state benefits on the basis of basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness)
C.G.S. Section 46a-77	Cooperation with CHRO required of all state agencies. Compliance with Americans with Disabilities Act
C.G.S. Section 46a-77(a)	All state agencies shall cooperate with CHRO in their enforcement and educational programs
C.G.S. Section 46a-77(b)	All state agency shall comply with CHRO's request for information concerning practices inconsistent with the state policy against discrimination and shall consider recommendations for effectuating and implementing that policy
C.G.S. Section 46a-77(c)	Each state agency shall comply in all of its services, programs and activities with provisions of the Americans with Disabilities Act (42USC 12101) to the same extent that provides rights and protections for persons with physical or mental disabilities beyond those provided for by the laws of the state
C.G.S. Section 46a-79	Statement of encouragement for employers to hire qualified persons with criminal conviction records; re employment of criminal offenders
C.G.S. Section 46a-80	Denial of employment based on prior conviction of a crime. Dissemination of arrest record prohibited

## CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-81a to 46a-81r, inclusive	Discrimination on the basis of sexual orientation
C.G.S. Section 46a-81b	Prohibition against discrimination in professional and occupational associations on the basis of sexual orientation
C.G.S. Section 46a-81c	Prohibition against employment discrimination on the basis of sexual orientation
C.G.S. Section 46a-81d	Prohibition against discrimination and segregation in places of public accommodation on the basis of sexual orientation
C.G.S. Section 46a-81e	Prohibition against housing discrimination on the basis of sexual orientation
C.G.S. Section 46a-81f	Prohibition against discriminatory credit practices by creditors on the basis of sexual orientation.
C.G.S. Section 46a-81h	Requirement of equal employment in state agencies on the basis of sexual orientation. State agencies to promulgate written directives and conduct orientation and training programs.
C.G.S. Section 46a-81i	Non-discrimination in services provided by state agencies on the basis of sexual orientation.
C.G.S. Section 46a-81j	Non-discrimination in job placement activities by state agencies on the basis of sexual orientation.
C.G.S. Section 46a-81k	Non-discrimination in state licensing and charter procedures on the basis of sexual orientation.
C.G.S. Section 46a-81l	Prohibition against state agencies allowing discriminatory practices in professional or occupational associations, public accommodations, or housing in violation of state anti-discrimination laws regarding sexual orientation.
C.G.S. Section 46a-81m	Non-discrimination in state educational, counseling, apprenticeship, and on-the-job programs on the basis of sexual orientation.
C.G.S. Section 46a-81n	Non-discrimination in allocation of state benefits on the basis of sexual orientation.
C.G.S. Section 46a-82	Discrimination Complaint Filing Procedure
C.G.S. Section 46a-83	Complaint Procedure of CHRO
C.G.S. Section 46a-83a	Right of appeal by complainant. Reconsideration requests by CHRO



## CONNECTICUT GENERAL STATUTES SUBJECT

C.G.S. Section 46a-83b	Alternative Dispute Resolution available to address discriminatory practice complaints filed with CHRO; CHRO can promulgate procedural regulations for ADR.
C.G.S. Section 46a-94a (c)	Concerning the reopening of matters by CHRO.
C.G.S. Section 47-59a	Recognition of equal rights & privileges for resident Indians of state tribes.
C.G.S. Section 47-59b (a)	Establishment of Indian Affairs Council to oversee rights of Indians of state tribes.
C.G.S. Section 51-279d	Hate Crimes Advisory Committee
C.G.S. Section 53-37	Fine imposed for ridicule on account of race, creed or color, denomination, nationality or race prohibited.
C.G.S. Section 53-37a	Deprivation of a person's civil rights by a person wearing a mark or hood
C.G.S. Section 53-37b	Deprivation of a person's equal rights and privileges by force or threat
C.G.S. Section 53-40a	Persistent offenders of crimes involving bigotry and bias
C.G.S. Section 53a-181b	Intimidation based on bigotry and bias
C.G.S. Section 54-1m(f)(g)	Municipal and state police prohibited from stopping, detaining or searching a person solely on basis of race, color, ethnicity, age, gender or sexual orientation; African-American Affairs Commission authorized to review reports and make recommendations

## GUIDELINES

Guidelines prepared by the Committee on Upward Mobility

## SUBJECT

Upward Mobility Guidelines established in 1978

## PUBLIC ACTS

Public Act 03-151

An Act Concerning Affirmative Action Officers

Public Act 04-2

Increases number of CHRO Human Rights Referees to seven.

Public Act 04-56

Prohibits discrimination in employment conditions against CT employees who participate in corporate fraud investigations.

Public Act 04-71

Expands law regarding guide and assistance dog access in public transportation and public accommodations to volunteers of guide and assistance-dog organizations.

Public Act 04-135

Disability, and gender identity or expression added to classes protected under the hate crimes law.

Public Act 04-171

Name or identifying information of an individual making an internal sexual harassment complaint with a state agency, not subject to disclosure under the Freedom of Information Act.

Public Act 04-237

Revision of state building code for substantial compliance with the Americans With Disabilities Act concerning main entrances in public places.

Public Act 07-62

An Act Concerning the Deprivation of Rights on Account of Sexual Orientation

Public Act 07-142	An Act Concerning Procedures for the Hearing of Complaints Against State Contractors and Subcontractors by the Commission on Human Rights and Opportunities and Documentation of Nondiscrimination Policies Adopted by State Contractors
Public Act 07-181	An Act Concerning the Investigation of a Discrimination Complaint Against or By An Agency Head or State Commission or Board
Public Act 07-245	An Act Concerning Family and Medical Leave for Municipal Employees and the Applicability of Certain Statutory Provisions to Civil Union Status.
Public Act 08-4	Allows permanent full-time state employees and quasi-public agency employees, who are blind or physically disabled, to use up to 15 days of accumulated paid sick leave to take guide dog or assistance dog training.
Public Act 08-45	Prohibits the state from claiming or applying a lien against any money received as a settlement or award in a public accommodation discrimination case by people who have been supported wholly or in part by the state in a humane institution.
Public Act 08-49	Makes it a violation of the Connecticut General Statutes Section 46a-58 to place a noose or simulation thereof on public property or on private property without the consent of the owner with the intent to intimidate or harass
Public Act 08-166	Establishes a 13 member Asian Pacific American Affairs Commission within the Legislative Department.
Public Act 09-13	An Act Implementing the Guarantee of Equal Protection under the Constitution of the State for same sex couples
Public Act 09-33	An Act Concerning Confidentiality of certain employer data
Public Act 09-44	An Act Concerning Claims against the State of Connecticut
Public Act 09-55	An Act Concerning the Office of Protection and Advocacy for Persons with Disabilities
Public Act 09-70	An Act Concerning updates to the Family and Medical Leave Act
Public Act 09-145	An Act Concerning Technical Changes to the Statutes regarding Persons with Psychiatric Disabilities and Persons with Substance Use Disorders
Public Act 09-158	An Act Concerning certain state contracting nondiscrimination requirements
Public Act 09-191	An Act Concerning penalties for violations of certain personnel files, statutes and equal pay for equal work
Public Act 09-208	An Act making a number of changes regarding consumer credit licensees.
Public Act 11-55	An Act to prohibit discrimination in various contexts on the basis of gender identity and expression.
Public Act 11-129	An Act concerning applications for guardianship of an adult with intellectual disability and certain statutory changes related to intellectual disability.

## REGULATIONS

## SUBJECT

Sections 4-66-1 to 4-66-7, inclusive	Employment and training opportunities for women in Connecticut's work force
Sections 4a-52-1 to 4a-52-22, inclusive	State purchasing procedures
Sections 19a-586-1 to 19a-586-3, inclusive	Informed consent for and HIV-related testing
Sections 27-1021(d)-72 to 27-1021(d)-74, inclusive	Discrimination and sexual harassment of veterans prohibited
Sections 31-51d-1 to 31-51d-12, inclusive	Work training standards for apprenticeship and training programs
Sections 32-9f-1 to 32-9f-3a, inclusive	Small contractor's set-aside program
Sections 32-9f-4a to 32-9f-10a, inclusive	Minority contractor loans
Sections 46a-54-1 to 46a-54-152	Description of Organizations, Rules of Practices and Personal Data
Sections 46a-54-200 to 46a-54-207, inclusive	Sexual Harassment posting and training requirements
Sections 46a-54-1a – 46a-54-103a	Complaint processing and contested case proceedings regulations
Sections 46a-68-1 to 46a-68-17, inclusive	Apprenticeship regulations
Sections 46a-68-31 to 46a-74, inclusive	Affirmative action by state government
Sections 46a-68j-21 to 46a-68j-43, Inclusive, Sections 46a-68k –1 to 46a-68k-8, Section 46a-54d-1 to 46a-54(d) 7	Contract compliance regulations re nondiscrimination in state contracts
Sections 46a-68-1 – 46a-68-17	Apprenticeship Programs
Sections 46a- 68-32 – 46a-68-74	Agency Affirmative Action Plan Regulations
Sections 46a-68j-21 – 46a-68j43 Sections 46a-68k-1 through 46a68k-8 Sections 46a-56(d)-1 – 46a- 56(d) – 7	Contract Compliance Regulations
Sections 46a- 54-200 through 46a-54-207	Regulations for Sexual Harassment Prevention posting and training requirements.
Sections 4-61dd-1 through 4-61dd-30	Rules of practice for contested case proceedings under the Whistleblower Protection Act

## **EXECUTIVE ORDERS**

Executive Order No. 3,  
Governor Thomas J. Meskill

Executive Order No. 9,  
Governor William A. O'Neill

Executive Order No. 10,  
Governor William A. Weicker

Executive Order No. 11,  
Governor Ella T. Grasso

Executive Order No. 12,  
Governor Ella T. Grasso

Executive Order No. 16,  
Governor John G. Rowland

Executive Order No. 18,  
Governor Thomas J. Meskill

## **SUBJECT**

Requirement that state contractors file compliance reports with the Commissioner of Labor on their equal employment opportunity practices

Affirmative action compliance mandated a top priority for state agencies

Governor's Council for Latino and Puerto Rican Affairs

Provision for promulgating affirmative action guidelines and technical assistance to state agencies

Governor's Council on opportunities for the Spanish speaking persons

Violence in the Workplace

Establishment of affirmative action program for ensuring equal employment opportunities within state service

## **UNITED STATES CONSTITUTION**

First Amendment

Thirteenth Amendment

Fourteenth Amendment

Fifteenth Amendment

Nineteenth Amendment

## **SUBJECT**

Freedom of religion for all persons

Prohibits against slavery and involuntary servitude

Grants equal protection under the law for all persons

Prohibits against denying voting rights on the basis of race and color

Abolishment of voting restrictions on the basis of sex

## **FEDERAL LAWS**

15 U.S.C. Section 1691

20 U.S.C. Section 1681 (a)

29 U.S.C. Section 206 (d) et seq.

## **SUBJECT**

Equal Credit Opportunity Act, prohibiting discrimination by creditors on the basis of race, color, religion, national origin, sex, marital status, age, or as a result of income derived from public assistance

Title IX of the Education Amendments of 1972, prohibiting discrimination on the basis of sex, in federally funded educational services and programs

Equal Pay Act of 1963, prohibiting discrimination in wages on the basis of sex

## FEDERAL LAWS

29 U.S.C. Section 501, et seq.

29 U.S.C. Section 621 et seq.

29 U.S.C. Section 701 et seq.

29 U.S.C. Section 795 et seq.

29 U.S.C. Section 2501 et seq.

29 U.S.C. Section 3001 et seq.

31 U.S.C. Section 1221 et seq.

41 U.S.C. Section 701 et seq.

42 U.S.C. Section 1981-1982

42 U.S.C. Section 1981 A, et seq.

42 U.S.C. Section 1982

42 U.S.C. Section 1983

42 U.S.C. Section 2000a

42 U.S.C. Section 2000d et seq.

42 U.S.C. Section 2000e et seq.

42 U.S.C. Section 3601 et seq.

42 U.S.C. Section 6101 et seq.

42 U.S.C. Section 12101 et seq.

## SUBJECT

Rehabilitation Act of 1973, as amended, requiring affirmative action and prohibiting discrimination in the federal sector and federally funded activities and programs on the basis of disability

Age Discrimination in Employment Act of 1967, as amended (ADEA) prohibiting age discrimination in employment

Vocational Rehabilitation Act of 1973

Employment Opportunities for Handicapped Individuals Act

Women in Apprenticeship and Non Traditional Occupations

Assistive Technology for Individuals with Disabilities

State and Local Fiscal Assistance Act of 1972

Drug-Free Workplace Act of 1988

Civil Rights Act of 1866, providing equal rights under law and property rights for persons of all races and nations origins

Civil Rights Act of 1991, providing additional coverage and remedies under several federal anti-discrimination laws, involving age, disability, race, color, national origin, sex, and religious discrimination, specifically provides for damages in cases of intentional discrimination in employment

Property rights

Civil action for deprivation of rights

Prohibition against discrimination or segregation in places of public accommodation

Title VI of the Civil Rights Act of 1964, prohibition against exclusion from participation in, denial of benefits of, and discrimination under federally assisted programs on grounds of race, color, or national origin

Title VII of the Civil Rights Act of 1964, as amended, prohibiting employment discrimination on the basis of race, color, religion, national origin and sex

Title VIII of the Civil Rights Act of 1968, as amended, prohibiting discriminatory housing on the basis of race, color, religion, sex, national origin, disability and familial status, specifically provides for fair housing throughout the United States

Age Discrimination Act of 1975

Americans with Disabilities Act (ADA) of 1990, prohibiting discrimination on the basis of disability in employment, public accommodations, public services and telecommunications

**PUBLIC LAWS**

PL 101-336

**SUBJECT**

Americans with Disabilities Act of 1990

**FEDERAL REGULATIONS**

12 CFR Part 202.1 et seq.

**SUBJECT**

Equal Credit Opportunity Regulations

28 CFR Part 36

Regulations on nondiscrimination towards persons with disabilities by public accommodations and commercial facilities

28 CFR Part 35

Regulations on the basis of disability in state and local government

29 CFR Part 30

Nondiscrimination in apprenticeship and training

29 CFR Part 32

Nondiscrimination in federal assisted programs on basis of handicap

29 CFR Part 35

Nondiscrimination on basis of disability in state services

29 CFR Parts 1600 through 1699

Regulations of the Equal Employment Opportunity Commission (EEOC).

29 CFR Part 1602

EEOC records and reports under Title VII and the ADA

29 CFR Part 1620

Equal Pay Act regulations

29 CFR Part 1627

ADEA records and reports regulations

29 CFR Part 1630

Equal employment opportunity for individuals with disabilities

31 CFR Part 51

Nondiscrimination by revenue sharing recipients

41 CFR Part 60-1

Office of Federal Contract Compliance (OFCCP) regulations

41 CFR Part 60-741

Affirmative action regulations for handicapped workers

**FEDERAL REGULATIONS**

29 CFR Part 1604

**SUBJECT**

Sex discrimination guidelines

29 CFR Part 1605

Religious discrimination guidelines

29 CFR Part 1606

National origin discrimination guidelines

29 CFR Part 1607

Uniform Guidelines on Employee Selection Procedures

29 CFR Part 1608

Affirmative action guidelines as under Title VII of the Civil Rights Act of 1964

29 CFR Part 1620

Interpretations of Equal Pay Act

29 CFR Part 1625

Interpretations of Age Discrimination in Employment Act (ADEA)

## EXECUTIVE ORDERS

## SUBJECT

Executive Order 10590 President Dwight D. Eisenhower	Establishment of the President's Committee on Government Employment Policy as amended by EO10722 and supersede by EO 11246
Executive Order 10652	Establishment of Equal Employment Opportunity Commission, amended EO 10773, amended by EO 11051, revoked by EO 12148
Executive Order 10952 President John F. Kennedy	Establishment of Equal Employment Opportunity Commission (EEOC)
Executive Order 11063	Establishment of the President's Committee on Equal Opportunity in Housing, amended by EO 12259, repealed in part by EO 12892
Executive Order 11141	Declaring a public policy against discrimination on the basis of age
Executive Order 11246 and 11375 President Lyndon B. Johnson amended by Executive Orders 11375, 11478, 12086 and 12107	Nondiscrimination in Federal Contracts
Executive Order 11478, as amended By Executive Order 11590, Executive Order 12106 and Executive Order 13087	Equal Employment Opportunity in Federal Government
Executive Order 11625	Developing Minority Businesses Amended by EO 12007, continued by EO's 11827, 11948
Executive Order 12067 Amended by Executive Order 12107	Providing for Coordination of Federal Equal Employment Opportunity Programs
Executive Order 12138 Amended by Executive Order 12608 President James Carter	Women's Business Enterprises
Executive Order 12190 Continued by Executive Orders 12258, 12399, 12489, 12534, 12610	Establishment of Advisory Committee on Small and Minority Business Ownership
Executive Order 12259	Leadership and Coordination of Fair Housing in Federal Programs
Executive Order 12336, as amended by Executive Order 12355	Task force on Legal Equity
Executive Order 12432 President Ronald Reagan	Development of Minority Business Enterprises
Executive Order 12640	Re-establishment of the President's Committee on Employment of People with Disabilities, See also EO10555
Executive Order 12898 President William Clinton	Environmental Justice
Executive Order 13050	Advisory board on Race
Executive Order 13078	National Task force on Employment of Adults with Disabilities

## **104<sup>th</sup> Congress**

- Public Law 104-1 An Act applying and extending rights and protections (including those under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, and Title 1 of the Americans with Disabilities Act of 1990) to the legislative branch of the federal government “Congressional Accountability Act of 1995”
- Public Law 104-76 Act to amend the Fair Housing Act to modify the exemption from certain familial status discrimination prohibitions granted to housing for the older persons “Housing for Older Persons Act of 1995”
- Public Law 104-188 Small Business Job Protection Act of 1996
- Public Act 104-331 (same as above) applied to Executive Office of the President “Presidential and Executive Office Accountability Act”

## **105<sup>th</sup> Congress**

- Public Law 105-114 Act amending Title 38, providing for Equal Employment Opportunities for veterans
- Public Law 105-220 “Workforce Investment Act of 1998” Act to consolidate, coordinate, and improve employment, training, literacy and vocational rehabilitation programs in the United States; Various programs noted, for example: Title 1, Subtitled Section 166 – Native American Programs; Section 167 – Migrant and seasonal for worker programs; Section 168 – Veteran’s workforce investment programs; Title IV – Rehabilitation Act Amendments of 1998: Dealing with persons with disabilities
- Public Law 105-255 An Act to establish the Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development

## **106<sup>th</sup> Congress**

- Public Law 106-50 An Act to provide technical, financial, and procurement assistance to veteran owned small businesses (“Veterans Entrepreneurship and Small Business Development Act of 1999”)
- Public Law 106-205 Supporting the Day of Honor 2000 to honor and recognize the service of minority veterans in the United States Armed Forces during World War II

## **110<sup>th</sup> Congress**

- Public Law 110-233 An Act prohibiting discrimination on the basis of genetic information. Genetic Information Nondiscrimination Act of 2008 (GINA)