

**Equal Employment Opportunity/Affirmative Action Statement**

**Accommodations For Qualified Individuals With Disabilities**

**Pay Transparency Non-Discrimination**



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

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

It is illegal for an employer to discriminate against an employee or applicant on the basis of race, color, religion, sex, or national origin. This includes decisions about hiring, firing, promotion, pay, and benefits. The Equal Employment Opportunity Act of 1964 and the Equal Pay Act of 1963 are the primary laws that prohibit this type of discrimination.

### DISABILITY

It is illegal for an employer to discriminate against an employee or applicant on the basis of a disability. This includes decisions about hiring, firing, promotion, pay, and benefits. The Americans with Disabilities Act (ADA) of 1990 is the primary law that prohibits this type of discrimination. The ADA requires employers to provide reasonable accommodations to employees with disabilities.

### AGE

It is illegal for an employer to discriminate against an employee or applicant on the basis of age. This includes decisions about hiring, firing, promotion, pay, and benefits. The Age Discrimination in Employment Act (ADEA) of 1967 is the primary law that prohibits this type of discrimination. The ADEA applies to employers with 15 or more employees.

### SEX (AGES)

It is illegal for an employer to discriminate against an employee or applicant on the basis of sex. This includes decisions about hiring, firing, promotion, pay, and benefits. The Equal Employment Opportunity Act of 1964 and the Equal Pay Act of 1963 are the primary laws that prohibit this type of discrimination. The Equal Pay Act of 1963 specifically prohibits sex discrimination in pay.

### GENETICS

It is illegal for an employer to discriminate against an employee or applicant on the basis of genetic information. This includes decisions about hiring, firing, promotion, pay, and benefits. The Genetic Information Nondiscrimination Act (GINA) of 2008 is the primary law that prohibits this type of discrimination. GINA prohibits employers from asking about or testing for genetic information, and from using genetic information to make employment decisions.

### RETALIATION

It is illegal for an employer to retaliate against an employee or applicant for reporting or filing a complaint about discrimination. This includes decisions about hiring, firing, promotion, pay, and benefits. The Equal Employment Opportunity Act of 1964 and the Age Discrimination in Employment Act (ADEA) of 1967 are the primary laws that prohibit this type of discrimination.

### WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

If you believe you have been discriminated against, you should first talk to your employer or supervisor. If the problem is not resolved, you should contact the Equal Employment Opportunity Commission (EEOC) or your state's fair employment practices agency. The EEOC can help you file a charge of discrimination and investigate the complaint. If you win a case, you may be able to get your job back, back pay, and other remedies. For more information, visit the EEOC website at [www.eeoc.gov](http://www.eeoc.gov) or call 1-800-649-3932.



## **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 (38 U.S.C. 4212) requires employers to provide employment, disabled veterans, recently separated veterans

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).