**EL Study Aid 3: Types of Discrimination**

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| **Type of Discrimination** | **Prohibitive Law** | **Case Example** |
| Race/Color Discrimination | Title VII of the Civil Rights Act of 1964 | [EEOC v. Prewett Enterprises, Inc. d/b/a B&P Enterprises, and Desoto Marine, LLC, Civil Action No. 3:18-cv-213 (N.D. Miss. Mar. 18, 2020)](https://www.eeoc.gov/newsroom/prewett-enterprises-desoto-marine-pay-quarter-million-settle-eeoc-race-harassment-lawsuit)  [NAACP v. North Hudson Regional Fire & Rescue 665 F.3d 464 (3d Cir. 2011)](https://casetext.com/case/naacp-v-north-hudson-regional-fire-rescue) |
| Religion Discrimination | Title VII of the Civil Rights Act of 1964 | [EEOC v. United Airlines Inc., Civil Action No. 20-cv-9110 (2022)](https://www.eeoc.gov/newsroom/united-airlines-pay-305000-settle-eeoc-religious-discrimination-lawsuit) |
| Sex Discrimination | Title VII of the Civil Rights Act of 1964 | [Lewis b. Heartland Inns of America 591 F.3d 1033 (8th Cir. 2010)](https://casetext.com/case/lewis-v-heartland-inns-of-america)  [Phillips v. Martin Marietta Corp. (1971)](https://supreme.justia.com/cases/federal/us/400/542/)  [U.S. EEOC v. CSX Transportation, Inc. Case no. 3:17-cv-03731 (2018)](https://www.eeoc.gov/newsroom/csx-transportation-pay-32-million-settle-eeoc-disparate-impact-sex-discrimination-case) |
| National Origin Discrimination | Title VII of the Civil Rights Act of 1964 | [Equal Employment Opportunity Commission v. Employbridge of Dallas, Inc. d/b/a ResourceMFG, Civil Action No. CIV-22-499-C](https://www.eeoc.gov/newsroom/eeoc-sues-staffing-company-national-origin-discrimination) |
| Pregnancy Discrimination | Pregnancy Discrimination Act of 1978 | [EEOC v. Keystone Foods LLC, Case No. 2:21-cv-00629-MHT-JTA](https://www.eeoc.gov/newsroom/keystone-foods-llc-pay-60000-settle-eeoc-pregnancy-discrimination-lawsuit#:~:text=%E2%80%93%20Keystone%20Foods%20LLC%2C%20which%20operates,the%20federal%20agency%20announced%20today.) |
| Age Discrimination | Age Discrimination in Employment Act of 1967 | [Jones v. Oklahoma City Public Schools 617 F.3d 1273 (10th Cir. 2010)](https://casetext.com/case/jones-voklahoma-city-public-schools) |
| Equal Pay/Compensation Discrimination | Equal Pay Act of 1963  Title VII of the Civil Rights Act of 1964 | [EEOC v. First Metropolitan Financial Services, Inc., 1;18-cv-177 (N.D. Miss. march 18, 2021)](https://www.eeoc.gov/fact-sheet-notable-eeoc-litigation-involving-pay-discrimination-0) |
| Disability Discrimination | Americans with Disabilities Act of 1990 | [EEOC v. Grady Memorial Hospital Corporation (Civil Action No. 1:22-CV-02059-TCB-JSA)](https://www.eeoc.gov/newsroom/grady-memorial-hospital-corporation-pay-55000-settle-eeoc-disability-suit) |
| Sexual Harassment | Title VII of the Civil Rights Act of 1964 | [EEOC v. Koerner Management Group, Inc. (KMG) (Case No. 1:21-cv-00652GLR)](https://www.eeoc.gov/newsroom/ihop-franchisee-pays-125000-settle-eeoc-sexual-harassment-lawsuit) |
| Sexual Orientation and Gender Identity Discrimination | Title VII of the Civil Rights Act of 1964 | [EEOC v. Neighborhood Restaurant Partners Florida, LLC, Case No. 8:21-cv-01931-VMC-JSS-](https://www.eeoc.gov/newsroom/applebees-pay-100000-settle-eeoc-lawsuit-over-sexual-orientation-and-race-discrimination) |
| Genetic Information Discrimination | Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) | [EEOC v. BNV Home Care Agency, Inc., No. 1:14-cv-05441, complaint (E.D.N.Y., Sep. 17, 2014)](https://www.thenjemploymentlawfirmblog.com/eeoc-settles-genetic-discrimination-lawsuit-125000/#:~:text=Employers%20may%20not%20discriminate%20in,2000ff%2D1(a).) |
| Retaliation | Title VII of the Civil Rights Act of 1964 and all other discrimination laws. | [DeMasters v. Carilion Clinic 796 F.3d 409 (4th Cir. 2015)](https://casetext.com/case/demasters-v-carilion-clinic-1) |
| Bias | Title VII of the Civil Rights Act of 1964 and all other discrimination laws. | [EEOC v. Thomson Consumer Electronics, Inc. and the International Brotherhood of Electrical Workers, Union Local Nos. 1424 and 1048 (JBEW)](https://www.eeoc.gov/newsroom/eeoc-settles-major-age-bias-lawsuit-71-million-thomson-consumer-electronics-and-local) |
| Stereotypes | Title VII of the Civil Rights Act of 1964 and all other discrimination laws. | [Lewis v. Heartland Inns of America 591 F.3d 1033 (8th Cir. 2010)](https://casetext.com/case/lewis-v-heartland-inns-of-america/) |