Study Aid: U.S. Equal Employment Opportunity Laws

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| **Year** | **Law** | **Description** | **Case Example** |
| 1961 | Executive Order 10925 | Created Affirmative Action | [*Ricci v. DeStefano*, 2009](https://ballotpedia.org/Affirmative_action_and_anti-discrimination_lawsuits) |
| 1963 | Equal Pay Act (EPA) | Prohibits employers from paying different wages to men and women for performing the same work. | [*EEOC v. Unified School District 245 LeRoy-Gridley (USD 245)*](https://www.eeoc.gov/newsroom/kansas-school-district-pay-11250-settle-equal-pay-act-lawsuit) |
| 1964 | Title VII of the Civil Rights Act | Prevents discrimination in employment that is based on a person’s race, color, religion, sex, and national origin. | [*EEOC v. Amma Investment Group, LLC, and Maryland Health Management, LLC d/b/a Nature’s Medicine*](https://www.eeoc.gov/newsroom/natures-medicines-and-amma-investment-group-will-pay-175000-settle-eeoc-sexual-harassment) |
| 1967 | Age Discrimination in Employment Act (ADEA) | Protects persons 40 and older from being discriminated against in employment, including hiring, promotion, termination, compensation, or terms, conditions, or privileges of employment. | [*EEOC v. Hawaii Healthcare Professionals, Inc.*](https://www.eeoc.gov/newsroom/court-orders-hawaii-healthcare-professionals-and-its-owner-pay-over-190000-age) |
| 1972 | Equal Employment Opportunity Act (EEO) | Amended the Civil Rights Act of 1964 to give the EEOC the necessary tools to make it more effective in enforcing the law. | [*EEOC v. Porous Materials, Inc.*](https://www.eeoc.gov/newsroom/porous-materials-pay-93000-settle-eeoc-harassment-and-retaliation-suit) |
| 1973 | Rehabilitation Act | Prohibits employment discrimination against persons with disabilities in the federal sector, and prohibits federally funded programs, agencies, and buildings from discriminating against those with disabilities. | [*Coddington v. Adelphi University, 45 F. Supp. 2d 211 (E.D.N.Y. 1999)*](https://law.justia.com/cases/federal/district-courts/FSupp2/45/211/2498372/) |
| 1974 | Vietnam Era Veterans’ Readjustment Assistance Act (VEVRA) | Prohibits federal contractors and subcontractors from discriminating in employment against protected veterans and requires employers to take affirmative action to recruit, hire, promote, and retain these individuals. | [Monroe v. Standard Oil Co. (1981)](https://caselaw.findlaw.com/us-supreme-court/452/549.html) |
| 1978 | Uniform Guidelines on Employee Selection Procedures (UGESP) | Provides a “framework for determining the proper use of tests and other selection procedures. | [*EEOC v*. *Ford Motor Co. and United Automobile Workers of America*](https://www.eeoc.gov/laws/guidance/employment-tests-and-selection-procedures)  [*EEOC v. Dial Corp*](https://www.eeoc.gov/laws/guidance/employment-tests-and-selection-procedures)  [*EEOC v. Daimler Crysler Corp.*](https://www.eeoc.gov/laws/guidance/employment-tests-and-selection-procedures) |
| 1978 | Pregnancy Discrimination Act | Prohibits discrimination based on pregnancy and childbirth-related grounds. | [*EEOC v. Houston Funding, 717 F.3d 425 (5th Cir. 2013)*](https://www.eeoc.gov/fact-sheet-recent-eeoc-pregnancy-discrimination-litigation) |
| 1990 | Americans with Disabilities Act (ADA) and amendments | Prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all private places that are open to the general public. | [A.V., a child, through his mother and next friend, MICHELLE HANSON v. DOUGLAS COUNTY SCHOOL DISTRICT RE-1, ET AL.](https://www.ada.gov/av_douglas_co_soi.html) |
| 2008 | Genetic Information Nondiscrimination Act (GINA) | Prohibits the use of genetic information in making employment decisions in any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoffs, training, fringe benefits, or any other term or condition of employment. | [*EEOC v. BNV Home Care Agency, Inc.*](http://efaidnbmnnnibpcajpcglclefindmkaj/https:/www.newyorkemploymentattorneyblog.com/files/2014/09/EEOC_v_BNV_HOME_CARE_AGENCY_14-CV-5441.pdf) |
| 1990 | Lilly Ledbetter Fair Pay Act | Amended the Civil Rights Act of 1964 and the Age Discrimination in Employment Act of 1967 that limited an employee’s rights to file a claim of discrimination to within 180 days of its occurrence. | [Ledbetter v. Goodyear Tire & Rubber Co. (No. 05-1074) 421 F. 3d 1169, affirmed.](https://www.law.cornell.edu/supct/html/05-1074.ZS.html) |
| 1994 | Uniformed Services Employment and Reemployment Rights Act | Protects military service members and veterans from employment discrimination on the basis of their service and allows them to regain their civilian jobs following a period of uniformed service. | [TORRES v. TEXAS DEPARTMENT OF PUBLIC SAFETY](http://efaidnbmnnnibpcajpcglclefindmkaj/https:/www.supremecourt.gov/opinions/21pdf/20-603_o758.pdf) |
| 2014 | Executive Order 13672 | Amends and extends Executive Orders 11478 and 11246 to include language adding “sexual orientation and gender identity” to the laws. | [Macy v. Holder](https://www.quimbee.com/cases/macy-v-holder) |

**Relevant Laws:**

* Executive Order 10925
* Equal Pay Act of 1963
* Civil Rights Acts of 1964, including Title VII
* Age Discrimination in Employment Act of 1967 (ADEA) and amendments
* Equal Employment Opportunity Act of 1972
* Rehabilitation Act of 1973, including sections 501 and 503
* Vietnam Era Veterans’ Readjustment Assistance Act of 1974
* Uniform Guidelines on Employee Selection Procedures (29 CFR Part 1607) (1978)
* Pregnancy Discrimination Act of 1978
* Americans with Disabilities Act of 1990 (ADA) and amendments
* Genetic Information Nondiscrimination Act of 2008 (GINA)
* Lilly Ledbetter Fair Pay Act of 1990
* Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)
* Executive Order 13672 (2014)