

Federal Anti-Discrimination Laws

Employees are protected against discriminatory action for all terms and conditions of employment including but not limited to:

- Hiring and firing
- Transfer, promotion, layoff, or recall
- Recruitment
- Use of company facilities
- Benefits
- Compensation, assignment, or classification
- Job advertisements
- Testing
- Training and apprenticeship programs
- Retirement plans and disability leave

Discriminatory practices under these laws also include harassment as well as protection from retaliation for coming forward with a complaint or participating in the investigation of a complaint.

Age

Age Discrimination in Employment Act of 1967

Prohibits discrimination based on age in employment for employees 40 years of age and older.

Disability

Americans with Disabilities Act of 1990

Prohibits discrimination based on disability in employment, public accommodations, public services, transportation, and telecommunications. Also requires for the provision of reasonable accommodations to qualified individuals with disabilities.

Section 504 of Rehabilitation Act of 1973

Prohibits discrimination based on disability in federally assisted programs.

Sex

Equal Pay Act of 1963

Prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

Title VII of the Civil Rights Act of 1964

Prohibits discrimination in employment based on race, color, sex, religion, and national origin.

Pregnancy Discrimination Act of 1973

Prohibits discrimination on the basis of pregnancy, childbirth or related medical conditions.

Title IX of the Education Amendments of 1972

Prohibits discrimination on the basis of pregnancy, childbirth or related medical conditions.

Race, Color, National Origin

Title VII of the Civil Rights Act of 1964

Prohibits discrimination in employment based on race, color, sex, religion, and national origin.

Title VI of the Civil Rights Act of 1964

Prohibits discrimination based on race, color, and national origin in federally assisted programs.

Religion

Title VII of the Civil Rights Act of 1964

Prohibits discrimination in employment based on race, color, religion, national origin and sex.

Veterans' Status

Uniformed Services Employment and Re-employment Act

Prohibits discrimination in employment based on military affiliation.

Veterans' Readjustment Act of 1974

Prohibits discrimination based on veteran status or special disabled veteran status in federally assisted programs.

There are Indiana state laws, Monroe county laws, and Bloomington city laws laws that provide similar protection for each of the above federal laws.

In addition, Indiana University's equal opportunity policy provides protection from discrimination/harassment on the basis of sexual orientation and marital status.