

## **Description**

People today work side by side with people of different races, colors, genders, abilities, ages, national origins, and religions. Usually, people work together without any problems. Sometimes, however, discrimination is an issue that employers have to address. To ensure that employment practices do not discriminate based on these differences, Congress passed laws that prohibit discrimination in the workplace. Workplace discrimination can take many forms and involve many different people.

## **Objectives**

After your training program, the trainees should be able to:

- Discuss various types of discrimination.
- Explain how laws protect employees from discrimination.
- Describe company policies for internal reporting of suspected discrimination.

## **Audience**

Employees have the right to work without discrimination. Employees should understand the basic protections provided by law, and they should know the appropriate company procedures to report discrimination in the workplace.

## **Requirements**

There are several laws and acts to protect employees from discriminatory practices in the workplace:

- Title VII of the Civil Rights Act
- Equal Pay Act of 1963
- Age Discrimination in Employment Act of 1967
- Title I of the American with Disabilities Act of 1990 (ADA)