

## **Description**

Many people today work side by side with people of different races, genders, colors, 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 helped pass 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 purpose of EEOC.
- Discuss types of discrimination.
- Review laws and acts that protect employees from discrimination.

## **Audience**

Employees have the right to work without discrimination. Although Human Resources handle most discrimination issues, supervisors and managers also play a role in keeping the workplace free of discriminatory activities and behaviors. They also must help the company avoid any legal implications.

## **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)