

The Center for Creativity, Innovation and Discovery

Federal Equal Opportunity Laws

Policy

The Governing Board of the The Center for Creativity, Innovation and Discovery (“CCID”) recognizes that all employees are afforded equal rights and protections. This policy is an overview of Federal Equal Opportunity Laws, including the Americans with Disabilities Act, the Equal Pay Act, the Age Discrimination in Employment Act

The EEOC enforces the following laws:

Title VII of the Civil Rights Act of 1964 (Title VII) - prohibits race, color, religion, sex and national origin discrimination. Title VII applies to employers with fifteen (15) or more employees.

Age Discrimination in Employment Act of 1967 (ADEA) - prohibits age discrimination against individuals who are forty (40) years of age or older. The ADEA applies to employers with twenty (20) or more employees.

Title I of the Americans with Disabilities Act of 1990 (ADA) - prohibits employment discrimination against qualified individuals with disabilities. The ADA applies to employers with fifteen (15) or more employees.

Equal Pay Act of 1963 (EPA) - prohibits wage discrimination between men and women in substantially equal jobs within the same establishment. The EPA applies to most employers with one or more employees.

Title II of the Genetic Information Nondiscrimination Act of 2008 - protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers’ acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

These laws prohibit employment discrimination based on race, color, sex, religion, national origin, age, disability, and genetic information, and prohibit retaliation for opposing job discrimination, filing a charge, or participating in proceedings under these laws.

The AULD enforces similar state laws.

Anyone who believes that his or her employment rights have been violated because of race, color, sex, religion, national origin, age, disability, genetic information, or because of retaliation may file a charge of discrimination with EEOC and/or the UALD. By law, EEOC must accept the filing of a charge. There are deadlines for filing charges of harassment, discrimination, or retaliation.