

Relevant Legislation

Equal Pay Act of 1963: Prohibits sex based wage differentials for jobs that are substantially the same in terms of similar effort, skill and responsibility as well as work performed under similar working conditions. Title VII of the Civil Rights Act of 1964, as Amended: Prohibits discriminations based on race, color, sex, religion, national origin and reprisal for participating in protected EEO related activity.

Age Discrimination in Employment Act of 1967: Prohibits discrimination against individuals 40 years of age and older. Certain occupations are exempt.

Rehabilitation Act of 1973: Prohibits discrimination against people with disabilities; defines disability as any physical or mental impairment that substantially limits one or more major life activities, requires reasonable accommodation for qualified disabled employees and requires that Federal buildings be accessible.

Americans with Disabilities Act of 1990: Prohibits discrimination in employment against qualified individuals with disabilities. A qualified individual with a disability must meet all prerequisites for the job for which the application is made and must be able to perform the essential functions of the job with or without reasonable accommodation.

Civil Rights Act of 1991: Provides for payment of compensatory damages when there is objective proof that damages are a result of discrimination, provides for a jury trial in cases that go to court, provides interest on back pay awards, provides for an individual to file in Federal court 90 days after receipt of the final agency decision, and supports Alternative Dispute Resolution methods in settling employment-related disputes. Sets maximum amount for compensatory damages at \$300,000.