

Affirmative Action and Civil Rights Reference to Laws and Orders

Equal Pay Act 1963

This law requires the same pay for men and women doing substantially equal work and requiring substantially equal skill, effort, and responsibility under similar working conditions

Title VII of the Civil Rights Act of 1964

This law forbids discrimination in all aspects of employment on the grounds of race, color, religion, or national origin. It includes hiring, firing, salaries, fringe benefits, training, and the other conditions of employment. The prohibition of **sexual harassment** is included in the Equal Employment Opportunity Commission's guidelines to Title VII.

Title VI of the Civil Rights Act of 1964,

This law forbids discrimination against students on the grounds of race, color, and national origin in educational programs and activities.

Age Discrimination in Employment Act of 1967 (ADEA)

This law prohibits arbitrary discrimination in employment on the basis of age. There is no upper age limit for federal employment.

Title IX of the Educational Amendments of 1972

This law prohibits discrimination against students on the basis of sex in admissions, placement, housing, athletics, facilities, financial aid, other student services, and all educational programs. Prohibition of **sexual harassment** is also included under Title IX.

Section 503 of the Rehabilitation Act of 1973

Section 503 requires federal contractors to take affirmative action to employ and advance in employment qualified persons with disabilities. A person must be capable of performing a particular job, with reasonable accommodation to his/her disability, if needed.

Section 504 of the Rehabilitation Act of 1973

Section 504 requires that otherwise qualified students with disabilities shall not be excluded from participation in, be denied the benefit of, or be subject to discrimination in any educational program or service. It obligates colleges and universities to make certain adjustments or accommodations

Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974

This law obligates the University to employ and advance in employment, disabled veterans of all wars, and all veterans of the Vietnam Era serving between August 5, 1964 and May 7, 1975.

Americans with Disabilities Act (ADA) of 1990

<http://www.dol.gov/dol/esa/public/regs/statutes/ofccp/ada.htm>

<http://www.eeoc.gov/laws/ada.html>

This comprehensive act makes it unlawful to discriminate against any person who is considered to be "disabled." It covers: employment practices, government services, public accommodations, transportation and telecommunications. The ADA applies to students as well as employees and requires institutions to make reasonable accommodations to otherwise "qualified" individuals with disabilities.

Executive Order 11246 (as amended)

Contractor requirements

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<http://extnet.usu.edu/diversity/laws.htm> 5 June 2003