

Reference Description of Various Civil Rights Laws, Rules and Regulations

A. CIVIL RIGHTS ACT OF APRIL 9, 1866

The first Civil Rights Act granted all citizens of the United States the same rights as enjoyed by white citizens.

B. EQUAL PAY ACT OF 1963

Requires all employers subject to the Fair Labor Standards Act (FLSA) to provide equal pay for men and women performing similar work.

In 1972, through Title IX of the Education Amendments Act, coverage of this act was extended beyond employees covered by FLS to an estimated 15 million additional executive, administrative, and professional employees and to outside sales people.

C. TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 Prohibits discrimination based on race, color, or national origin in all programs or activities which receive federal financial assistance.

D. USDA SECRETARY'S MEMORANDUM NO. 1560

Issued on July 10, 1964 by the Secretary of Agriculture, this directive called for the implementation of the Civil Rights Act of 1964 in USDA funded programs and activities.

E. AMENDMENT TO SECTION B.II.B.2. OF SUPPLEMENTAL INSTRUCTIONS FOR ADMINISTRATION OF TITLE VI OF THE CIVIL RIGHTS ACT OF 1964.

Dated July 2, 1965.

Issued on October 6, 1965 by the Administrator, Extension Service, USDA, this policy statement said each State Extension Director shall be responsible for determining that extension personnel assist or conduct programs only through those private organizations that do not discriminate on the basis of race, color, or national origin. Written notification of this Extension Service policy must be given to appropriate officials of private organizations.

F. TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

(as amended by the Equal Employment Opportunity Act of 1972)

Prohibits discrimination because of race, color, religion, sex, or national origin, in any term, condition, or privileges of employment (including hiring, firing, promotion, and compensation) in all institutions with 15 or more employees.

The U.S. Equal Employment Opportunity Commission (EEOC) was created to administer Title VII and to assure equal treatment for all in employment. In 1972, Congress amended Title VII, giving EEOC direct access to the courts. As a result, legal actions have increased substantially.

G. AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967,

as amended Prohibits employers of 25 or more persons from discriminating against persons 40 years of age or older in any area of employment.

H. USDA SECRETARY'S MEMORANDUM NO. 1662

Issued on September 23, 1969, by the Secretary of Agriculture, this directive stated the Department's policy on civil rights pertaining to training, program evaluation, compliance, employment, program/employment audits, and complaint investigations.

I. USDA SECRETARY'S MEMORANDUM NO. 1662, SUPPLEMENT 1

Issued on July 27, 1970 by the Secretary of Agriculture, this directive called for the development or modification of systems to measure the quantity and quality of services being delivered to minority groups.

J. USDA SECRETARY'S MEMORANDUM NO. 1662, SUPPLEMENT 2

Issued on May 28, 1971 by the Secretary of Agriculture, this directive called for renewed and strengthened efforts to insure equal access to USDA programs by developing a Public Notification Plan (PNP) that will see that all eligible people, particularly minorities and the underprivileged, are informed of all USDA program benefits and of the protection against discrimination.

K. NATIONAL LABOR RELATIONS ACT AND RELATED LAWS

Discrimination on the basis of race, religion, or national origin may violate rights arising under these laws.

L. EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972

This act strengthened the power and expanded the jurisdiction of the Equal Employment Opportunity Commission (EEOC) in the enforcement of Title VII. As a result, Title VII now covers:

- all private employers of 15 or more persons
- all educational institutions, public and private
- state and local governments
- public and private employment agencies
- labor unions with 15 or more members
- joint labor-management committees for apprenticeship & training

M. TITLE IX. EDUCATION AMENDMENTS ACT OF 1972

Extends coverage of the Equal Pay Act; prohibits discrimination on the basis of sex against employees or students of any educational institution receiving Federal financial assistance.

N. USDA SECRETARY'S MEMORANDUM NO. 1662, SUPPLEMENT 5

Issued on May 18, 1972 by the Secretary of Agriculture, this directive promotes parity of participation by minority groups in the benefits of USDA programs and provides approved targets against which performance can be measured.

O. REHABILITATION ACT OF 1973

Prohibits discrimination on the basis of physical or mental handicap, requires affirmative action for the handicapped and the provision of "reasonable accommodations" for the handicapped.

P. PREGNANCY DISABILITY ACT (1978 Amendment of Title VII)

States that institutions may not discriminate against workers because of pregnancy, childbirth, or related conditions in any employment policy. Applies to educational institutions.

Q. AMERICANS WITH DISABILITIES ACT OF 1990

Prohibits discrimination against people with disabilities in the areas of employment, public accommodations and services, transportation, and telecommunications.

R. CIVIL RIGHTS ACT OF 1991

Provides appropriate remedies for intentional discrimination and unlawful harassment in the workplace; to conform statutory guidelines for the adjudication of disparate impact suits under Title VII of the Civil Rights Act of 1964; and to respond to recent decisions of the Supreme Court by expanding the scope of relevant civil rights statutes in order to provide adequate protection to victims of discrimination.