

## United States & New Jersey Civil Rights Laws

• **Age Discrimination in Employment Act of 1967 (ADEA)** protects individuals who are 40 years of age or older.

• **Americans With Disabilities Act of 1990, Title I and V (ADA)** prohibit employment discrimination against qualified individuals with disabilities in the private sector, and in state and local governments.

• **Civil Rights Act of 1964 (Title VII)** prohibits employment discrimination based on race, color, religion, sex, or national origin.

• **Civil Rights Act of 1991** provides monetary damages in cases of intentional employment discrimination.

• **Education Amendments of 1972 (Title IX of the Civil Rights Act of 1964)** prohibits exclusion from participation, denial of benefits or subjection to discrimination on the basis of sex under an education program or activity receiving federal financial assistance.

• **Equal Pay Act of 1963 (EPA)** protects men and women who perform substantially equal work in the same establishment from sex-based wage discrimination.

• **Executive Order 11246** prohibits federal contractors and subcontractors from employment discrimination on the basis of race, color, religion, sex, or national origin and take affirmative action to insure equal employment opportunity.

• **New Jersey Civil Rights Statute (Title 10)** Right of citizens to hold office or employment; no discrimination because of sex or marital status. Equal rights and privileges of all in public places.

• **New Jersey Family Leave Act (FLA)** requires covered employers to grant eligible employees time off from work in connection with the birth or adoption of a child or the serious illness of a parent, child or spouse.

• **New Jersey Law Against Discrimination** makes it unlawful to subject people to differential treatment based on race, creed, color, national origin, nationality ancestry, age, sex (including pregnancy), familial status, marital status, domestic partnership status, affectional or sexual orientation, atypical hereditary cellular or blood trait, genetic information liability for military service, and mental or physical disability, perceived disability, and AIDS and HIV status.

• **Rehabilitation Act of 1973, Sections 501, 503 and 505** prohibit discrimination against qualified individuals with disabilities who work in the federal government.

• **Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)** requires federal contractors and subcontractors to take affirmative action to employ and advance in employment qualified special disabled and other veterans.