

LAWS AND YOUR WIA RIGHTS
NONDISCRIMINATION LAWS UNDER THE
WORKFORCE INVESTMENT ACT

The Americans with Disabilities Act of 1990 prohibits discrimination on the basis of handicap.

Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, national origin or religion.

The Age Discrimination Act of 1975, as amended, prohibits arbitrary discrimination against persons aged 40 to 70.

Title IX of the Education Amendment of 1972, as amended, prohibits discrimination in any education or training program or activity receiving federal financial assistance.

OTHER CIVIL RIGHTS LAWS

Title VII of the Civil Rights Act of 1964 prohibits discrimination in employment based on race, color, religion, sex or national origin in all terms and conditions of employment, and established the Equal Employment Opportunity commission as the administrative agency.

While House Executive Order No. 11246 as amended by Executive Order No. 11375 creates the Office of Federal Contract Compliance and prohibits discrimination based on race, color, sex, religion or national origin.

Department of Labor, Secretary's Order No. 4-73 prohibits discrimination based on sex.

Equal Pay Act of 1963 prohibits pay differential solely based on sex.

Emergency Employment Act of 1971 prohibits discrimination based on race, creed, national origin, political affiliation or beliefs.