

Equal Employment Opportunity/Affirmative Action Statement

Accommodations For Qualified Individuals With Disabilities

Pay Transparency Non-Discrimination



Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

It is illegal for an employer to discriminate against an employee or applicant on the basis of race, color, religion, sex, or national origin. This includes decisions about hiring, firing, promotion, pay, and benefits. The Equal Employment Opportunity Act of 1964 and the Equal Pay Act of 1963 are the primary laws that prohibit this type of discrimination.

DISABILITY

The Americans with Disabilities Act (ADA) of 1990 prohibits employers from discriminating against qualified individuals with disabilities. This means that employers cannot refuse to hire, fire, or otherwise discriminate against a person with a disability who can perform the essential functions of the job with or without reasonable accommodations.

AGE

The Age Discrimination in Employment Act (ADEA) of 1967 prohibits employers from discriminating against employees or applicants on the basis of age. This law specifically protects individuals who are 40 years of age or older.

SEX (PREGNANCY)

The Pregnancy Discrimination Act (PDA) of 1978 is an amendment to the Equal Employment Opportunity Act. It prohibits employers from discriminating against employees or applicants on the basis of pregnancy, childbirth, or related medical conditions.

GENETICS

The Genetic Information Nondiscrimination Act (GINA) of 2008 prohibits employers from discriminating against employees or applicants on the basis of genetic information. This includes decisions about hiring, firing, promotion, pay, and benefits. Genetic information includes information about an individual's family medical history and results of genetic testing.

RETALIATION

It is illegal for an employer to retaliate against an employee or applicant for reporting discrimination or for participating in an investigation of discrimination. Retaliation can include firing, demotion, or other adverse actions.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

If you believe you have been discriminated against, you should first talk to your employer or supervisor. If the problem is not resolved, you may file a complaint with the Equal Employment Opportunity Commission (EEOC) or a state or local fair employment agency. You may also file a lawsuit in court. The EEOC provides a free online complaint form at www.eeoc.gov. The EEOC's toll-free telephone number is 1-800-649-3024.

Employers Holding Federal Contracts or Subcontracts Section Revisions

The Executive Order 11246 section is revised as follows:

RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

PAY SECRECY

Executive Order 11246, as amended, protects applicants and employees from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral,

contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

The Vietnam Era, Special Disabled Veterans section is revised as follows:

PROTECTED VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act (1974) (VEVRAA) prohibits employment, disabled veterans, recently separated veterans

(including those who were discharged with a service-connected disability rating of 30 percent or higher, or who were discharged from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

Mandatory Supplement to EEOC P/E-1(Revised 11/09) "EEO is the Law" Poster.

If you believe that you have experienced discrimination contact OFCCP: 1-800-397-6251 | TTY 1-877-889-5627 | www.dol.gov.