

## Federal and State Laws and Executive Orders

Discrimination, whether intentional or not, is prohibited by law. The legal authority in this area is summarized as follows:

### FEDERAL

<u>Basis</u>	<u>Description</u>	<u>Enforcing Agency</u>
Executive Order 11246 (as amended by Executive Order 11375)	Nondiscrimination and affirmative action in employment for federal contractors on the basis of race, color, religion, sex, and national origin	Department of Labor (DOL)
Title VII of the Civil Rights Act of 1964 (as amended by the Civil Rights Act of 1991)	Nondiscrimination in employment on the basis of race, color, national origin, religion, and sex	Equal Employment Opportunity Commission (EEOC)
Title VI of the Civil Rights Act of 1964	Nondiscrimination in education on the basis of race, sex, and national origin.	Department of Education (DED)
Equal Pay Act of 1963	Nondiscrimination in wages on the basis of sex	EEOC
Title IX of the Education Amendments of 1972	Nondiscrimination in education on basis of sex	DED
Age Discrimination in Employment Act of 1967	Nondiscrimination in employment on the basis of age	EEOC
Genetic Nondiscrimination Act of 2008	Nondiscrimination in employment on the basis of genetic information and prohibition on intentionally collecting genetic information from employees	EEOC
Vietnam Era Veterans' Readjustment Assistance Act of 1974	Nondiscrimination and affirmative action in employment on the basis of status as a Vietnam era veteran or disabled veteran	DOL
Jobs for Veterans Act of 2009	Nondiscrimination and affirmative action in employment on the basis of status as a disabled veteran, other protected veterans, recently separated veterans (3 years), and Armed Forces service medal veterans	DOL

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Sections 503 and 504 of the Rehabilitation Act of 1973	Nondiscrimination on the basis of disability in employment and education, and affirmative action in employment for disabled persons	DED, DOL
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Title I of the Americans with Disabilities Act of 1990	Nondiscrimination in employment on the basis of disability	EEOC
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ADA Amendments Act of 2008	Nondiscrimination in employment on the basis of disability	EEOC
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### STATE

Indiana Civil Rights Act of 1971	Nondiscrimination on the basis of race, religion, color, sex, handicap, national origin, or ancestry	Indiana Civil Rights Commission (ICRC)
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