

■ **CIVIL RIGHTS ACT OF 1964 (TITLE VII)**

TERMS: With only limited exceptions, farm operators and other employers who have 15 or more employees for each working day in each of 20 or more weeks this year or last are prohibited from engaging in any of the following practices:

- (1) Refusing to hire a job applicant, harassing or firing an employee, or discriminating in any other way against an individual with respect to wages and other terms or conditions of employment, because of the individual's race, color, religion, national origin, or sex (including gender identity, sexual orientation, and pregnancy).
- (2) Segregating, limiting or classifying job applicants or employees in any way which would deprive them of job opportunities or negatively affect their job status, on the basis of race, color, religion, national origin, or sex (including gender identity, sexual orientation, and pregnancy).
- (3) Printing or publishing notices or advertisements indicating a preference or specification based on race, color, religion, national origin, or sex, except where such preference or specification is a bona fide occupational qualification for employment.

Similar discriminatory practices by employment agencies and labor organizations are also unlawful.

ENFORCEMENT: *Equal Employment Opportunity Commission, Washington, D.C. 20507 (202-663-4900; toll-free 800-669-4000)*. A worker who has been affected by an act of illegal employment discrimination may file a complaint with any district, area or local office of the Commission, but generally no later than 180 days after the act occurred.

If the Commission dismisses the complaint or fails to take action on it within certain time limits, the worker may take legal action against the employer involved directly, using a private attorney or a public legal services program.

SPECIAL NOTE: Numerous state and local agencies have been authorized by the Commission to investigate and resolve employment discrimination cases under state and local laws similar to the Civil Rights Act. In those localities, a worker may not file a complaint with the Commission until at least 60 days after the complaint is filed with the state or local agency, or until action by the state or local agency is terminated, whichever occurs first.

SPECIAL NOTE: An employer may not fire, punish or discriminate against a worker or job applicant because the worker or applicant has filed a complaint or made use of any other right granted by this law.