

# Major Civil Rights Legislation

**Summary:** Establishes policy concerning major Civil Rights legislation.

It is the policy of the University of Arkansas Cooperative Extension Services that personnel having program compliance and supervisory duties will be knowledgeable of major Civil Rights legislation.

**Legislation:** Title VI, Civil Rights Act of 1964, as amended in 1972

**Summary:** Prohibits discrimination under any program receiving federal assistance.

Cuts off aid to employment programs which discriminate. Also prohibits discrimination against beneficiaries of federal assistance.

<http://www.justice.gov/crt/about/cor/coord/titlevi.php>

**Legislation:** Title VII of the Civil Right Act of 1964, as amended in 1972

**Summary:** Prohibits discrimination because of race, color, national origin, religion, gender, pregnancy, (including childbirth or related conditions).

<http://www.eeoc.gov/laws/statutes/titlevii.cfm>

**Executive Order 11246 (1965)**

**Summary:** Requires preparation and implementation of affirmative action plans to prevent discrimination in employment decisions on the basis of race, color, religion, sex, or national origin by programs or entities receiving federal funds.

<http://www.dol.gov/ofccp/regs/statutes/eo11246.htm>

**Legislation:** Title IX, Education Amendments of 1972

**Summary:** Prohibits discrimination on the basis of gender in programs and employment in institutions receiving federal funds.

<http://www.justice.gov/crt/about/cor/coord/titleix.php>

**Legislation:** Genetic Information Nondiscrimination Act of 2008 (GINA)

**Summary:** This law makes it illegal to discriminate against employees or applicants because of genetic information. Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about any disease, disorder or condition of an individual's family members (i.e. an individual's family medical history).

<http://www.eeoc.gov/laws/statutes/gina.cfm>

<http://www.eeoc.gov/policy/laws.html>

**Legislation:** Americans with Disabilities Act 1990 (A.D.A.)

**Summary:** Prohibits discrimination in terms, conditions, and privileges of employment against individuals with disabilities who, with or without reasonable accommodation, can perform essential functions of job.

<http://www.eeoc.gov/laws/statutes/ada.cfm>

**Legislation:** Age Discrimination in Employment Act 1967, as amended 1978 (A.D.E.A.)  
**Summary:** Prohibits age discrimination in employment, including benefits, for employees 40 or over.

<http://www.eeoc.gov/laws/statutes/adea.cfm>

**Legislation:** Equal Pay Act of 1963 (E.P.A.)

**Summary:** Prohibits pay differentials on basis of gender in substantially equal work requiring equal skill, effort and responsibility under similar working conditions.

<http://www.eeoc.gov/laws/statutes/epa.cfm>

**Legislation:** Rehabilitation Act of 1973, Section 504

**Summary:** No discrimination against, denying benefits to, or exclusion from participation, including employment, of any qualified individual with a disability by any program receiving federal funds.

<http://www.dol.gov/oasam/regs/statutes/sec504.htm>

**Legislation:** Vietnam Era Veterans Readjustment Assistance Act (V.E.V.R.A.A.) of 1974

**Summary:** Prohibits job discrimination and requires affirmative action to employ and advance in employment qualified Vietnam era veterans and qualified special disabled veterans.

<http://www.dol.gov/dol/compliance/comp-vevraa.htm>