

You & The Law

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Employment discrimination based on race, color, religion, sex or national origin is prohibited by Title VII of the Civil Rights Act of 1964.

Title VII covers private employers, state and local governments, and educational institutions that have 15 or more employees. The federal government, private and public employment agencies, labor organizations, and joint labor-management committees for apprenticeship and training also must abide by the law.

It is illegal under Title VII to discriminate in:

- Hiring and firing;
- Compensation, assignment or classification of employees;
- Transfer, promotion, layoff or recall;
- Job advertisements;

- Recruitment;
- Testing;
- Use of company facilities;
- Training and apprenticeship programs;
- Fringe benefits;
- Pay, retirement plans and disability leave;or other terms and conditions ofemployment.

Under the law, pregnancy, childbirth and related medical conditions must be treated the same as any other non-pregnancy-related illness or disability.

Title VII prohibits retaliation against a person who files a charge of discrimination, participates in an investigation or opposes an unlawful employment practice.

Employment agencies may not discriminate in receiving, classifying or referring applications for employment or in their job advertisements.

Labor unions may not discriminate in:

Your Rights Under Title VII Of The Civil Rights Act

accepting applications for membership; classifying members; referrals; training and apprenticeship programs; and in advertising for jobs. It is illegal for a labor union to cause or try to cause an employer to discriminate. It is also illegal for an employer to cause or try to cause a union to discriminate.

The Immigration Reform and Control Act of 1986 requires employers to be able to prove that all employees hired after November 6, 1986, are legally authorized to work in the United States. However, an employer who requests employment verification only from individuals of a particular national origin, or individuals who appear to be or sound foreign, may have violated both the Immigration Act and Title VII.

If you feel that your rights may have been violated, call me today for a free initial consultation (305) 921-4093.