

Discrimination in the Workplace

From the article:

What protection does Title VII of the Civil Rights Act of 1964 provide?

-It specifically prohibits discrimination against individuals on the basis of sex, race, color, national origin, or religion.

Who does Title VII apply to?

-employers who have 15 or more employees, private or government. Applies to private and public colleges and universities, employment agencies, and labor organizations.

List 3 ways in which discrimination is prohibited in any employment action?

-hiring, firing, pay determinations, employee classification, promotions/project assignments, benefits, discipline, rights to use employee facilities, performance evaluations, access to training, any other terms, condition or benefit of employment.

How is retaliation covered by Title VII?

-complaints brought in good faith are protected against retaliation from their employer.

Is discrimination based on sexual orientation protected by Title VII?

-No, new legislation to protect this group of people has not been passed by Congress.

What agency protects the provisions listed under Title VII?

Equal Employment Opportunity Commission (EEOC)

What does the EEOC do when a complaint is filed?

-they notify the employer and begin the investigation. Based on findings, determines next course of action- could include mediation for settlement or federal lawsuit on filers behalf.

From the video:

Why did Lilly Ledbetter lose her case in the Supreme Court?

-The filer must bring their case within 180 days of the first date the wage discrimination started. She did not know about it for years and only brought the case once she found out about it.

How did her case lead to changes in legislation regarding wage discrimination cases?

-After losing at the Supreme Court, Ledbetter urged Congress to start the 180-day clock for filing a complaint on the date an employee learned of the discrimination. The result was the Lilly Ledbetter Fair Pay Act of 2009.