

## EEO-Related Federal Laws and Executive Orders

- **The Equal Pay Act of 1963** prohibits discrimination in wages on the basis of gender.
- **The Civil Rights Act of 1964, Titles VI and VII, as amended**, prohibits discrimination on the basis of race, color, religion, sex, or national origin.
- **The Age Discrimination in Employment Act of 1967, as amended**, protects applicants and employees 40 years of age or older from discrimination on the basis of age.
- **Title IX of the Higher Education Act of 1972, as amended**, prohibits employment discrimination on the basis of gender in educational programs that receive federal financial assistance.
- **The Pregnancy Discrimination Act of 1978** amended Title VII of the Civil Rights Act of 1964 to prohibit sex discrimination on the basis of pregnancy.
- **The Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, as amended**, prohibits discrimination against or less favorable treatment of qualified applicants or employees with a disability, requires affirmative action, and requires that employers provide reasonable accommodation to employees and job applicants.
- **The Civil Rights Act of 1991**, among other things, provides monetary damages in cases of intentional employment discrimination.
- **The Veterans Readjustment Benefits Act (amended by the Vietnam Era Veterans Readjustment Assistance Act of 1974 and the Veterans Employment Opportunities Act of 1998)** prohibits job discrimination and provides affirmative action in hiring.
- **Uniform Services Employment and Reemployment Rights Act of 1994, as amended**, prohibits discrimination against persons because of their service in the uniformed services and requires reemployment of individuals returning from a period of service in the uniformed services.
- **Genetic Information Nondiscrimination Act (GINA) of 2008**, prohibits discrimination on the basis of genetic information with respect to health insurance and employment.
- **The Violence Against Women Reauthorization Act of 2013 (VAWA)** imposes requirements related to dating violence, domestic violence and stalking, and sexual assault, and amends the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”).
- **Executive Order 11246, as amended**, prohibits job discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity or national origin, and requires affirmative action

in employment to ensure that applicants are employed and employees are treated during employment, without regard to these protected characteristics.

- **Equal Protection Clause of the 14th Amendment of the U.S. Constitution** prohibits states from denying any person within its jurisdiction the equal protection of the laws. In other words, the laws of a state must treat an individual in the same manner as others in similar conditions and circumstances.

## State Law and Executive Order

- **Executive Order Number One (2014)**(Equal Opportunity) prohibits discrimination on the basis of race, sex, color, national origin, sexual orientation, gender identity, age, political affiliation, or against otherwise qualified persons with disabilities. The order also permits appropriate employment preferences for veterans and prohibits discrimination against veterans. (<https://governor.virginia.gov/media/3378/eo-1-equal-opportunity.pdf>)
- **The Virginia Human Rights Act** declares that it is the policy of the Commonwealth to protect all individuals in the Commonwealth from unlawful discrimination based on race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, or disability, in places of public accommodation, including educational institutions and in employment.