

# EQUAL OPPORTUNITY LAWS AND REGULATIONS

## **Illinois Human Rights Act (775 ILCS 5/)**

It is the public policy of this State: (A) Freedom from Unlawful Discrimination. To secure for all individuals within Illinois the freedom from discrimination against any individual because of his or her race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, sexual orientation, or unfavorable discharge from military service in connection with employment, real estate transactions, access to financial credit, and the availability of public accommodations. <http://ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2266&ChapterID=64>

## **Cook County Human Rights Ordinance**

The Ordinance is designed to protect all people who live and work in the County from discrimination and sexual harassment in employment, public accommodations, housing, credit transactions, County services and County contracting. The Ordinance prohibits these forms of discrimination when they are based upon a person's race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income, gender identity, or housing status. [http://www.co.cook.il.us/portal/server.pt/community/human\\_rights%2C\\_commission\\_on/301/ordinances\\_\\_regulations/425](http://www.co.cook.il.us/portal/server.pt/community/human_rights%2C_commission_on/301/ordinances__regulations/425)

## **Chicago Human Rights Ordinance**

It is the policy of the City of Chicago to assure that all persons within its jurisdiction shall have equal access to public services and shall be protected in the enjoyment of civil rights, and to promote mutual understanding and respect among all who live and work within this city. <http://www.cityofchicago.org/content/dam/city/depts/cchr/AdjSupportingInfo/AdjFORMS/OrdinanceBookletNewHeading2011.pdf>

(The source of the following EEO Laws and Regulations: <http://www.drexel.edu/oed/policies/eoLaws/>)

## **Title VI of the Civil Rights Act of 1964, as amended.**

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Prohibits discrimination based on race, color, or national origin in all federally assisted programs. <http://www.dol.gov/oasam/regs/statutes/>

## **Title VII of the Civil Rights Act of 1964, as amended.**

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Federal law prohibits employment discrimination based on race, color, religion, sex, and national origin. It covers all aspects of employment from advertising open positions through termination or retirement. <http://www.dol.gov/oasam/regs/statutes/2000e-16.htm>

## **The Age Discrimination in Employment Act of 1967, as amended.**

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The federal law prohibits discriminating against persons 40 years of age or older in all aspects of employment. The law is designed to promote the employment of persons on the basis of ability rather than age to help employers and workers find ways to meet problems arising from the impact of age on employment.

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

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## **Age Discrimination Act of 1975.**

This law prohibits discrimination on the basis of age in programs or activities that are receiving Federal financial assistance.

[http://www.dol.gov/oasam/regs/statutes/age\\_act.htm](http://www.dol.gov/oasam/regs/statutes/age_act.htm)

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## **The Equal Pay Act of 1963, as amended.**

The federal law prohibits every employer from paying different salaries to persons of opposite sex for doing a job with equal skills, effort, and responsibility.

[http://www.dol.gov/oasam/regs/statutes/equal\\_pay\\_act.htm](http://www.dol.gov/oasam/regs/statutes/equal_pay_act.htm)

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## **Section 504 of the Rehabilitation Act of 1973.**

This federal law provides that no person (student or employee), by reason of disability, shall be excluded from participation in, denied the benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance.

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

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## **The Civil Rights Act of 1991.**

The federal Law authorizes compensatory and punitive damages in and jury trials for victims of intentional employment discrimination.

[http://www.eeoc.gov/eeoc/history/35th/thelaw/cra\\_1991.html](http://www.eeoc.gov/eeoc/history/35th/thelaw/cra_1991.html)

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## **Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974.**

This federal law requires covered federal government contractors and subcontractors to take affirmative action to employ and advance in employment specified categories of veterans protected by the Act and prohibits discrimination against such veterans.

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

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## **The Americans with Disabilities Act of 1990, as amended.**

This federal law prohibits discrimination against qualified individuals with disabilities in job application procedures, hiring, advancement, or discharge of employees, employee compensation, job training, and other terms, conditions, and privileges of employment.

<http://www.usdoj.gov/crt/ada/adahom1.htm>

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## **Executive Order 11246 of 1965, as amended.**

This federal law seeks to promote and insure equal opportunity for all persons without regard to race, color, religion, sex, or national origin of employees or persons seeking employment with government contractors.

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

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## **Pregnancy Discrimination Act (an amendment to Title VII of the Civil Rights Act of 1964).**

Prohibits discrimination on the basis of pregnancy, childbirth, or related illness in employment opportunity, health or disability insurance programs, or sick leave plans.

<http://www.eeoc.gov/facts/fs-preg.html>

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## **Title IX of the Education Amendments of 1972 to the Civil Rights Act of 1964.**

Prohibits gender discrimination in any educational program or activity that receives federal funds.

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