

# Applicable Laws

## [Age Discrimination Act of 1975](#) (FindLaw)

Prohibits discrimination on the basis of age in programs or activities receiving federal financial assistance. - See more at: <http://civilrights.findlaw.com/enforcing-your-civil-rights/civil-rights-laws.html#sthash.IJ9fe4ae.dpuf>

## [Americans with Disabilities Act \(ADA\)](#) (FindLaw)

Protects persons with disabilities from discrimination in many aspects of life, including employment, education, and access to public accommodations. - See more at: <http://civilrights.findlaw.com/enforcing-your-civil-rights/civil-rights-laws.html#sthash.IJ9fe4ae.dpuf>

## [Civil Rights Act of 1964: Title VII \(Equal Employment Opportunities\)](#) (FindLaw)

Prohibits employment discrimination based on race, color, religion, sex, and national origin. - See more at: <http://civilrights.findlaw.com/enforcing-your-civil-rights/civil-rights-laws.html#sthash.IJ9fe4ae.dpuf>

## [Civil Rights Act of 1991 \(Intentional Employment Discrimination\)](#) (FindLaw)

To amend the Civil Rights Act of 1964 to strengthen and improve Federal civil rights laws, to provide for damages in cases of intentional employment discrimination, to clarify provisions regarding disparate impact actions, and for other purposes.

## [Civil Rights of Institutionalized Persons Act](#) (FindLaw)

Protecting persons in institutions (including residents in government-run nursing homes, and prisoners) from unconstitutional conditions.

- See more at: <http://civilrights.findlaw.com/enforcing-your-civil-rights/civil-rights-laws.html#sthash.IJ9fe4ae.dpuf>

## [Equal Pay Act of 1963](#) (FindLaw)

Requires that employers pay all employees equally for equal work, regardless of whether the employees are male or female. - See more at: <http://civilrights.findlaw.com/enforcing-your-civil-rights/civil-rights-laws.html#sthash.IJ9fe4ae.dpuf>

## [Family and Medical Leave Act](#) (FindLaw)

Gives employees the right to take time off from work in order to care for a newborn (or recently adopted) child, or to look after an ill family member.

## [Individuals with Disabilities Education Act](#) (FindLaw)

Ensuring that the rights of students with disabilities are protected, and that all children with disabilities have available to them a free appropriate public education.

- See more at: <http://civilrights.findlaw.com/enforcing-your-civil-rights/civil-rights-laws.html#sthash.IJ9fe4ae.dpuf>

[Older Workers' Benefit Protection Act](#) (EEOC)

Clarifies the protections given to older individuals in regard to employee benefit plans.

[Pregnancy Discrimination Act](#) (EEOC)

Prohibits employment discrimination against female workers who are (or intend to become) pregnant -- including discrimination in hiring, failure to promote, and wrongful termination.

[Rehabilitation Act of 1973](#) (FindLaw)

Protects disabled individuals from discrimination by employers and organizations that receive federal financial assistance.

- See more at: <http://civilrights.findlaw.com/enforcing-your-civil-rights/civil-rights-laws.html#sthash.IJ9fe4ae.dpuf>

[Title IX of the Education Amendments of 1972](#) (FindLaw)

Prohibits sex discrimination in education programs that receive federal funds, to increase educational and athletic opportunities for females in schools and colleges nationwide.

[U.S. Code Title 42, Chapter 21 -- Civil Rights](#) (FindLaw)

Title 42, Chapter 21 of the U.S. Code prohibits discrimination against persons based on age, disability, gender, race, national origin, and religion (among other things) in a number of settings -- including education, employment, access to businesses and buildings, federal services, and more. Chapter 21 is where a number of federal acts related to civil rights have been codified -- including the Civil Rights Act of 1866, Civil Rights Act of 1964, and the Civil Rights of Institutionalized Persons Act.

[The U.S. Constitution](#) | [Articles](#) | [Amendments](#) (FindLaw)

The U.S. Constitution, ratified in 1789, outlines the role and operation of government in the United States. Includes links to all articles and amendments, with annotations.

- See more at: <http://civilrights.findlaw.com/enforcing-your-civil-rights/civil-rights-laws.html#sthash.IJ9fe4ae.dpuf>