

WHAT AGENCY ACTIONS ARE ILLEGAL BECAUSE OF DISCRIMINATION LAWS?

Federal employees should know their rights not to be victims of discrimination and what actions by agency officials are prohibited. If you think you have been a victim of discrimination based on the laws or actions below, you should consult a qualified attorney as soon as possible.

As a federal employee, you are protected against many forms of discrimination:

1. You can not be discriminated against because of your race, color, religion, sex, or national origin (Title VII of the Civil Rights Act of 1964).
2. Men and women who perform substantially equal work in the same agency can not be paid differently due to gender (Equal Pay Act of 1963).
3. You can not be discriminated against because you are older than 40 years old. (Age Discrimination in Employment Act of 1967).
4. You can not be discriminated against because you are disabled. (Sections 501 and 505 of the Rehabilitation Act of 1973).
5. You can not be subject to an adverse personnel action based on your marital status or political affiliation (Civil Service Reform Act of 1978).

What Discriminatory Practices Are Prohibited by These Laws?

It is illegal to discriminate in any aspect of employment, including:

1. hiring and firing;
2. compensation, assignment, or classification of employees;
3. transfer, promotion, layoff, or recall;
4. job advertisements;
5. recruitment;
6. testing;
7. use of company facilities;
8. training and apprenticeship programs;
9. fringe benefits;
10. pay, retirement plans, and disability leave; or
11. other terms and conditions of employment.

There are many other discriminatory practices that are prohibited under these laws. These include:

1. harassment on the basis of race, color, religion, sex, national origin, disability, or age;

2. retaliation against an individual for filing a charge of discrimination, participating in an investigation, or opposing discriminatory practices that affect other employees;
3. employment decisions based on stereotypes or assumptions about the abilities, traits, or performance of individuals of a certain sex, race, age, religion, or ethnic group, or individuals with disabilities;
4. denying employment opportunities to a person because of marriage to, or association with, an individual of a particular race, religion, national origin, or an individual with a disability; and,
5. discrimination because of participation in schools or places of worship associated with a particular racial, ethnic, or religious group.

Remember: know your rights and protect them. If you think you have been a victim of discrimination, contact us at:

By: Daniel A. Katz – respond via email at dkatz@a-f.net

To return to the Andalman & Flynn website click [here](#).

For more information on your rights, click here, <http://www.eeoc.gov/federal/fedprocess.html>