KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in the workplace. The EEOC is responsible for investigating and resolving charges of discrimination. If you believe you have been discriminated against in a program or activity receiving Federal financial assistance, you should contact the EEOC to file a charge.

The EEOC enforces Federal laws that protect you from discrimination in the workplace. These laws include:

1. Title VII of the Civil Rights Act of 1964
2. The Age Discrimination in Employment Act of 1967
3. The Equal Pay Act of 1963
4. Section 504 of the Rehabilitation Act of 1973
5. The Americans with Disabilities Act of 1990

What Is Discrimination?

Discrimination is treated as unlawful employment practice if it occurs in any aspect of employment. This includes hiring, promoting, discharging, compensation, layoffs, job referrals, and other aspects of employment by Federal contractors.

Who Is Covered?

Discrimination is treated as unlawful employment practice if it occurs in any aspect of employment. This includes hiring, promoting, discharging, compensation, layoffs, job referrals, and other aspects of employment by Federal contractors.

What Types of Employment Discrimination Are Banned?

• Race
• Color
• Religion
• National Origin
• Sex
• Age (40 and older)
• Disability
• Retaliation

Amendments of 1972 prohibits employment discrimination on the bases of race, color, or national origin in any program or activity receiving Federal financial assistance.

Executive Order 11246, as amended, prohibits employment discrimination on the following bases:

• Race
• Color
• National Origin
• Religion
• Sex
• Disability

Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or training, in which employment is involved.

Employment discrimination is covered by Title VII if the primary objective of the financial assistance is provision of employment, or training, in which employment is involved.

Equal Pay Act of 1963 prohibits discrimination in the payment of wages to males and females performing jobs that require equal skill, effort, and responsibility, and that are performed under similar working conditions.

Section 504 of the Rehabilitation Act of 1973, as amended, protects disabled individuals from discrimination in any program or activity receiving Federal financial assistance.

Federal and Missouri State Labor Laws

STATE LABOR LAWS

• Missouri Revised Statutes

• Missouri Constitution

PAY TRANSPARENCY - NONDISCRIMINATION PROVISION

The Missouri Department of Labor and Commerce is responsible for enforcing the Missouri Workplace Discrimination Act, which prohibits employers from discriminating against employees based on age, disability, race, color, national origin, sex, religion, or sexual orientation.

A person who is a victim of discrimination under the Missouri Workplace Discrimination Act may file a complaint with the Missouri Department of Labor and Commerce. The complaint must be filed within 180 days of the alleged discrimination.

If you believe you have been discriminated against in a program or activity receiving Federal financial assistance, you should contact the EEOC to file a charge.

What can You Do if You Believe What Happened?

You can file a complaint with the EEOC to investigate the alleged discrimination. You can also file a lawsuit in federal court.

What Happens If You File a Complaint?

If you file a complaint with the EEOC, the agency will investigate the allegations and issue a decision. If the EEOC finds reasonable cause to believe that discrimination occurred, it will attempt to settle the case.

If the EEOC is unable to settle the case, it may file a lawsuit in federal court or refer the case to the Department of Justice.

What Happens If You File a Lawsuit?

If you file a lawsuit, the court will consider the evidence and make a decision.

What Happens If You Lose?

If you lose your case, you may appeal the decision to the United States Court of Appeals for the Eighth Circuit.

What Happens If You Win?

If you win your case, the court will issue a judgment awarding you damages.

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• Hiring
• Promotions
• Terminations
• Pay

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Section 504 of the Rehabilitation Act of 1973, as amended, protects disabled individuals from discrimination in any program or activity receiving Federal financial assistance.

State and local governments are also responsible for enforcing state and local antidiscrimination laws.

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