



Laws Surrounding the Interview Process

Title VII of the Civil Rights Act of 1964

The law that started the EEOC – Protects against discrimination on the basis of:

- Race
- Sex
- Color
- Nation of Origin
- Religion

Pregnancy Discrimination Act of 1978 (PDA)

Incorporated by amendment into the Title VII statute noted above, the PDA clarifies that pregnancy and related conditions are considered to be a subset of "gender" for discrimination law purposes; the law prohibits employers from treating women with pregnancy or related conditions any less favorably than other employees who have medical conditions that place a similar limitation on their ability to, or availability for, work

Age Discrimination in Employment Act of 1967 (ADEA)

Protects against discrimination based upon age, specifically against people who are age 40 or older

Americans with Disabilities Act of 1990 (revised 2009) (ADA/ADAAA)

Protects against discrimination based upon disabilities, or association with people having disabilities.

Immigration Reform and Control Act of 1986 (IRCA)

This law started the I-9 process - Protects against discrimination based upon national origin or citizenship

Uniformed Services Employment and Reemployment Rights Act (USERRA)

Membership or service in the uniformed services

Bankruptcy Act – Section 525

Prohibits discrimination based upon bankruptcy history or bankruptcy claim filing status

Genetic Information Non-Discrimination Act of 2009 (GINA)

Prohibits discrimination on the basis of genetic information, as well as the use, gathering, and disclosure of genetic information in the context of employment relationships

Child Support Enforcement Amendments