

WHAT IS FAIR EMPLOYMENT?

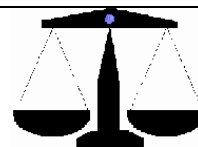


Fair Employment

You have the right to get and keep a job that you're qualified for, with dignity and without discrimination. Federal, state and local fair employment laws say that no one can deny you a job or treat you differently on the job because of your "protected class" – your race, color, age, gender, national origin, ancestry, marital status, religion, sexual orientation, gender identity or disability.

Who Enforces Fair Employment Laws?

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Title VII of the Civil Rights Act of 1964. Local civil rights offices enforce local fair employment laws. We want everyone to know about these protections and what to do if discrimination happens.



What Do Employers and Employment Agencies Have To Do?



Hiring: When employers hire people for jobs, they should only consider things like education and experience. Fair employment means that they don't take your protected class into account. For example, an employer cannot refuse to hire someone because he is Asian or because he is Muslim.



Similar treatment: Fair employment laws help make sure that employers and employment agencies don't treat applicants or employees differently because of their protected class. Employers must apply the same rules to all employees. For example, a boss cannot discipline one employee more than others just because he was born in Mexico. Or an employer cannot pay women less for doing the same job as men.



Training opportunities: Employers must give chances for job training to all employees who are in the same job class. For example, an employer should offer workshops or apprentice programs to everyone, and can't exclude gay employees.



No harassment: Fair employment laws forbid harassment. An employer must do something if an employee is treated badly because of his protected class. For example, the boss should stop a male worker from whistling at female employees. Or the foreman must stop an employee from calling a coworker racial names.



Disability Access: People with disabilities sometimes need "accommodations" so that they can work at their jobs. Employers must provide reasonable accommodations. For example, a manager should allow a blind employee to have a guide dog in the office. Or a wheelchair user may need a parking space near the front door.

What To Do If Discrimination Happens

Civil rights offices investigate discrimination complaints for free. If an employer or employment agency did something that you think might be discrimination, you can contact a civil rights agency about filing a complaint. If they investigate and the evidence shows discrimination, the employer will need to change the situation and in most cases, pay back the employee for the damage that was done by the discrimination.

Fair employment is not only the right thing to do – it's also good business.

Employers are not expected to provide special treatment, just equal treatment.

Know your fair employment rights! If discrimination happened, do something about it!