

Have you been a victim of  
EMPLOYMENT  
DISCRIMINATION?



The Equal Rights Center  
Advancing Civil Rights for All

# the NEED for CHANGE

Employment discrimination is a dehumanizing act that causes financial harm and can adversely affect where you live and send your children to school. It not only damages you and your family, but also the workplace and the entire community.

The Civil Rights Act of 1964 and American with Disabilities Act of 1990 protect your right to advance in the workplace on the basis of your merit, initiative and skill.

Despite these laws, and the toll employment discrimination takes on both individuals and communities, some employers continue to make decisions based on their prejudices. In 2011, the U.S. Equal Employment Opportunities Commission received 99,947 individual complaints of discrimination.

# DISCRIMINATION?

HAVE YOU been negatively stereotyped in your job because you are pregnant?

ARE YOU exposed to harassing jokes or slurs in your work place?

HAVE YOU been turned down from a job offer because you have a disability, an accent, are pregnant, or because of your sexual orientation or gender identity?

HAVE YOU been passed up for a promotion because of your race or sex?

**If so, you may be a victim of discrimination.**

## we can HELP!

**Call The Equal Rights Center (ERC) today!** We will investigate your complaint and determine whether a violation has occurred. If appropriate, the ERC will assist you in protecting your legal rights. **All ERC services are provided free of charge and are fully confidential.**

File a complaint today:

- Call the ERC at **(202) 234-3062**, or
- Complete an ERC Complaint Form online at **[www.equalrightscenter.org/complaint](http://www.equalrightscenter.org/complaint)**.

Stay informed by becoming an ERC member today:

- Call the ERC at **(202) 234-3062**,
- Complete the ERC Membership Form online at **[www.equalrightscenter.org/membership](http://www.equalrightscenter.org/membership)**.

**[www.equalrightscenter.org](http://www.equalrightscenter.org)**

# know YOUR RIGHTS

Employers cannot discriminate against you based on your membership in a protected class in any aspect of employment, including:

- Hiring and firing
- Compensation, assignment, or classification of employees
- Pay, retirement plans, and disability leave
- Transfer, promotion, layoff, or recall
- Job advertisements
- Recruitment
- Testing
- Use of company facilities
- Training and apprenticeship programs
- Fringe benefits

Employers also cannot harass you based on your membership in a protected class. Harassment includes physical assaults or threats, offensive jokes, slurs, epithets or name calling, intimidation, ridicule or mockery, insults or put-downs, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

# who is PROTECTED

Federal, state, or local laws may protect against discrimination based on:

- Race
- Color
- National Origin
- Sex
- Religion
- Whether one has children
- Mental or Physical Disability
- Age
- Sexual Orientation
- Gender Identity
- Marital Status
- Source of Income
- Status as a Domestic Violence Survivor

## LEGISLATION

The Pregnancy Discrimination Act of 1978 protects against discrimination on the basis of pregnancy, childbirth, or related medical conditions. Under the law, an employer:

- Cannot refuse to hire or promote a woman based on her pregnancy
- Must hold a job open during a pregnancy related absence the same as any other employee with a temporary disability
  - Must allow a pregnant employee to modify tasks or perform alternative tasks, or to take disability leave without pay, the same as any other employee with a temporary disability
- Must cover expenses for to pregnancy related conditions on the same basis as costs for other medical conditions



**The Equal Rights Center (ERC)**  
is a national non-profit civil rights organization dedicated to promoting equal opportunity for all. The ERC, and our thousands of members across the country, address issues of discrimination in housing, employment, disability rights, immigrant rights, LGBT rights, and access to public accommodations and government services.

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