

Get to know the Employment Laws that EEOC enforces



The U.S. Equal Employment Opportunity Commission (EEOC) is an agency that enforces federal laws concerning employment discrimination against either a job applicant or an employee. Basically, the EEOC has the authority to investigate and file cases against employers covered by these laws.

All across the United States, a lot of aggrieved applicants and employees are filing complaints with the EEOC against employers due to discrimination on the basis of race, color, religion, sex, national origin, age, disability, or genetic information.

In fact, the number of cases filed continues to increase every year, which goes to show that such issues are still rampant in the realm of employment in the country. According to the EEOC Charge Statistics, for the fiscal year 2011, there were some 99,947 cases filed with the agency. This nearly matched the number of cases filed from the previous fiscal year, which stood at 99,992.

Enforced laws of the EEOC, The EEOC does its job well of investigating, handling, and settling employment discrimination cases thanks largely to its imposing will in implementing and enforcing laws that concern the workplace. Therefore, it would be worth mentioning the following federal laws that the EEOC enforces:

Title VII of the Civil Rights Act of 1964, This part of the federal law makes it illegal to discriminate against an applicant or an employee on the basis of race, color, religion, national origin, or sex. Employer retaliation is likewise prohibited under Title VII.

Title I of the Americans with Disabilities Act of 1990, Under this federal law, it is illegal for an employer to discriminate against employee or applicant who has a disability. Retaliation against either one of them is also prohibited under this law. More importantly, covered employers must provide reasonable accommodations for disabled yet qualified employee, unless doing so may impose undue hardship for the day-to-day operations of the workplace.

Age Discrimination Act of 1967 (ADEA), This federal law protects employees who are 40 years old or older from discrimination in the workplace on the basis of age.

Pregnancy Discrimination Act, This law, which was an amendment in the Title VII, prohibits employers from discriminating against a female employee or applicant because of pregnancy, childbirth, or any medical condition related to such.

These are just some of the federal laws that the EEOC enforces. Through these laws, discrimination in the workplace and other issues in employment are taken seriously and addressed accordingly. If you have been discriminated against in any aspect of employment, you may file a complaint with the EEOC in your area. It would also be reasonable for you to hire a Los Angeles discrimination attorney to help you in your case.

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