

# DISCRIMINATION LAW BASICS

## WHAT IS A PROTECTED CLASS?

A **PROTECTED CLASS** IS A CHARACTERISTIC THAT CANNOT BE TARGETED FOR DISCRIMINATION.

LISTED BELOW ARE THE LEGALLY PROTECTED CLASSES. NEXT TO THEM IS SIMPLE EXAMPLE OF DISCRIMINATION BASED ON MEMBERSHIP IN THAT CLASS.

### PROTECTED CLASS

### EXAMPLE

AGE

HIRING PRACTICE THAT FAVORS COLLEGE DEGREES OVER WORK EXPERIENCE

SEX

A MANAGER THAT ONLY LIKES TO HIRE MEN BECAUSE HE THINKS CLIENTS PREFER WORKING WITH THEM

RACE

A MANAGER THAT ASSIGNS NUMBERS-FOCUSED WORK TO PEOPLE OF ASIAN DESCENT BASED ON HIS BIAS

NATIONAL ORIGIN

RIDICULING AN INDIVIDUAL BECAUSE OF THEIR THICK IRISH ACCENT

PREGNANCY

WOMAN IS DENIED A PROMOTION BECAUSE HER MANAGER SAID "SHE WON'T BE WILLING TO TRAVEL ONCE SHE HAS HER BABY"

GENETIC INFORMATION

AN APPLICANT IS NOT HIRED BECAUSE THE EMPLOYER KNOWS THE PERSON WILL LIKELY GET AN EXPENSIVE-TO-TREAT DISEASE

RETALIATION

AN INDIVIDUAL FILES A DISCRIMINATION CLAIM AND THEN IS DENIED PROMOTIONS AND GIVEN LESS IMPORTANT ASSIGNMENTS

DISABILITY

AN EMPLOYEE REQUESTS AN ACCOMODATION DUE TO A RECENT HIP INJURY AND MANAGEMENT REFUSES AND FIRES THE EMPLOYEE

MEMBERSHIP IN A PROTECTED CLASS IS THE **FOUNDATION** TO ANY DISCRIMINATION CLAIM. KNOWING WHAT IS CONSIDERED A PROTECTED CLASS WILL HELP YOU KNOW IF YOU HAVE A POTENTIAL DISCRIMINATION CASE. THESE EXAMPLES ARE FOR ILLUSTRATIVE PURPOSES ONLY AND DISCRIMINATION CAN BE MANIFESTED IN MANY WAYS. ALWAYS CONSULT AN ATTORNEY FOR ADVICE.

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# Discrimination Law

**Margaret C. Jasper**



## **Discrimination Law:**

Introduction to the Law of Employment Discrimination Michael Evan Gold, 2018-08-06 This new edition of *An Introduction to the Law of Employment Discrimination* summarizes the federal laws that prohibit employment discrimination on the basis of race sex religion national origin age and disability Several major statutes including Title VII of the Civil Rights Act of 1964 the Age Discrimination in Employment Act Title I of the Americans with Disabilities Act and the Equal Pay Act protect American workers from discrimination In this handy reference guide Michael Evan Gold discusses complex legislation in lucid understandable terms In his discussion of each statute the author provides such information as who is protected by the statute who must obey the statute principal definitions of discrimination together with numerous examples ways of proving discrimination reasonable accommodation defenses to discrimination retaliation remedies and procedures for bringing a claim

**The Constitutional Dimension of Contract Law** Luca Siliquini-Cinelli, Andrew Hutchison, 2017-04-06 One of the hallmarks of the present era is the discourse surrounding Human Rights and the need for the law to recognise them Various national and supranational human rights instruments have been developed and implemented in order to transition society away from atrocity and callousness toward a more just and inclusive future In some countries this is done by means of an overarching constitution while in others international conventions or ordinary legislation hold sway Contract law plays a pivotal role in this context According to many this is done through the much debated civilising mission of the contract a notion which itself constitutes the canon of the Western liberal principle of civilised economy The movement away from the belief in the absolute freedom of contract which reached its zenith in the nineteenth century to the principles of fairness and justice that underpin contract law today is often deemed to be a testament to this civilising influence Delving into the interplay between human rights policies constitutional law and contract law from both theoretical and practical perspectives this first volume of a two book collection offers a totally new reappraisal of the subject by gathering a collection of essays written by contract law scholars from Europe South Africa Canada and Australia Instead of providing the reader with a sterile compilation of positivistic norms and policies on the impact of fundamental rights and constitutional law issues on contract law s development the authors build on their personal experience to analyse specific topics related to contracting that include a constitutional dimension The book fills an important void in comparative law scholarship and in so doing represents the starting point for further debate on the subject

**Library of Congress Subject Headings** Library of Congress, 2003 *Major Issues in the Federal Law of Employment Discrimination* George Rutherglen, 1985

**Employment Discrimination Law** Arthur B. Smith, Charles B. Craver, Ronald Turner, 2011 This publication supplements *Employment Discrimination Law* Seventh Edition Civil Rights and Employment Discrimination Law Harold S. Lewis, 1997 Statutes at a Glance Civil Rights Overview 1981 1982 1983 1985 3 1986 1983 Under Color Of Qualified Immunity Interlocutory Appeal Government Entity Policy Including Final Policy Making Official and Deliberate Indifference Mixed

Motives and Damages Title VII Coverage and Scope Including Non U S Exemptions Prohibited Grounds Including Sexual Harassment and Particular Applications to Pregnancy Abortion Fetal Vulnerability Seniority Systems Retaliation Constructive Discharge Union Liability Proof Modes Direct and Inferential Evidence Systemic Disparate Treatment Neutral Practices Procedures and Remedies Affirmative Action Reverse Discrimination Age Discrimination in Employment Act Including OWBPA Procedures and Remedies Equal Pay Act Coverage Claim Definition Defenses Comparable Worth Titles VI and IX Voting Rights Attorneys Fees and Costs Rule 68 Offers of Judgment Procedure      *Manual on Employment Discrimination Law and Civil Rights Actions in the Federal Courts* Charles R. Richey,1986      *Employment Discrimination Law* Barbara Lindemann,Paul Grossman,C. Geoffrey Weirich,2020 Each of the treatise s 44 chapters provides a thorough treatment of the boundless issues that arise in the complex field of employment discrimination law The authors and editors practitioners in the field of employment discrimination law on behalf of management employees unions and the government respectively as well as professors of law in this field produced this Sixth Edition to update and organize the growing body of law and to provide an ordered and balanced discourse on the numerous statutes regulations and leading cases that govern the day to day relations between employers and employees This treatise focuses primarily on the law of Title VII as amended by the Civil Rights Act of 1991 the Equal Pay Act EPA the Age Discrimination in Employment Act ADEA Sections 1981 and 1983 of the Civil Rights Act of 1866 as related to employment discrimination the Americans with Disabilities Act ADA as amended by the Americans with Disabilities Act Amendments Act of 2008 ADAAA and the Rehabilitation Act The treatise also addresses other rules and statutes such as the Genetic Information Nondiscrimination Act of 2008 GINA the Family and Medical Leave Act of 1993 FMLA and the Uniformed Services Employment and Reemployment Rights Act USERRA but claims under the above seven main statutes account for the overwhelming majority of federal employment discrimination litigation The authors and editors have continued the approach originally embraced in the Fifth Edition emphasizing decisions by the U S Courts of Appeals rather than opinions rendered by the U S District Courts District court decisions are cited in instances where they constitute an important part of the developing case law such as under newer statutes and in fields such as procedure and evidence where there is a natural paucity of appellate authority      **Employment Discrimination Law** Robert Belton,Dianne Avery,1999      **Library of Congress Subject Headings** Library of Congress. Cataloging Policy and Support Office,2003      **Reports of Cases at Law and in Chancery Argued and Determined in the Supreme Court of Illinois** Illinois. Supreme Court,1875      **Employment Discrimination Law** George Rutherglen,2007 This historic book may have numerous typos and missing text Purchasers can usually download a free scanned copy of the original book without typos from the publisher Not indexed Not illustrated 1867 edition Excerpt CHAPTER V THE CAMBRIDGE PLATONISTS while the Cartesian philosophy was thus spreading on the Continent and in England a fresh source of intellectual activity was developing itself in that very remarkable school which confined chiefly to our own University exercised during a considerable

part of the century no small influence over her most studious and thoughtful minds At first sight it would seem singular that there should be any sympathy whatever between a school of thought which was little more than a re construction out of the philosophy of the past of that section of ancient philosophy moreover of which most modern thinkers are apt to speak with least tolerance and a system professedly hostile to all earlier modes of speculation and which aimed at effecting a total revolution in the whole domain of philosophic research Beyond the essentially subjective cha Neo putoracter which belonged alike to the philosophy of Descartes nlm and that of Henry More there would appear indeed to have been little in common save dissatisfaction with the existing state of things The Platonism of the seventeenth century was not simply a revival of a past school of thought but it was also an avowed declaration against Calvinistic doctrines and Aristotelian dogmas More has sufficiently indicated this fact in his own narrative of himself But neither there at school says he nor yet anywhere else could I ever swallow down that hard doctrine con cerning fate On the contrary I remember that upon those words of Epictetas Aye fie 3 Zev teat av ij ire irpapivt Lead me O Jupiter and thou Fate I did with my eldest brother who then as it happened had accompanied my uncle thither very stoutly and earnestly for my years

**Employment Discrimination Law** Robert Belton,2004 Reflecting the dominate theme of workplace equality the authors go beyond this general consensus to affirm that the fundamental purpose of laws prohibiting employment discrimination is to implement the national civil rights policy Organized around an examination of the reach and limits of laws the book scrutinizes the federal statutory protection against employment discrimination Constitutional provisions and state laws are included where appropriate In addition this new edition extensively uses scholarship drawn from the work of critical race theorists and feminist legal scholars It also has materials on the law and economics approach to employment discrimination

**Current Law** ,1908 The Law of Employment Discrimination Joel William Friedman,George M. Strickler,2001 Structured for use with two three or four credit courses In addition benchmark legislative administrative and judicial developments such as the 1991 Civil Rights Act and the Americans with Disabilities Act are integrated into this volume

**Employment Discrimination Law and Practice** Harold S. Lewis,Elizabeth J. Norman,2001

**For Discrimination** Randall Kennedy,2013-09-03 The definitive reckoning with Affirmative Action one of America s most explosively contentious and divisive issues from one of our most important and perceptive writers on race and the law The Washington Post A clear eyed take on America s battle over affirmative action and diversity Kennedy goes straight at the issue with fearlessness and a certain cheekiness Los Angeles Times Compelling Powerful Wall Street Journal What precisely is affirmative action and why is it fiercely championed by some and just as fiercely denounced by others Does it signify a boon or a stigma Or is it simply reverse discrimination What are its benefits and costs to American society What are the exact indicia determining who should or should not be accorded affirmative action When should affirmative action end if it must Randall Kennedy gives us a concise and deeply personal overview of the policy refusing to shy away from the myriad complexities of an issue that continues to bedevil American race relations

**Supreme Court of the State of new York Appellate Division First Department ,      Discrimination Law Issues for the Safety Professional** Thomas D. Schneid, 2011-12-05 Safety professionals communicate directly and indirectly with a large number of employees and others on a daily basis While not lawyers they regularly deal with legal issues A subset of their responsibilities includes how to discuss safety without crossing the discriminatory line To do this they need an understanding of discrimination laws Discrimination Law Issues for the Safety Professional gives them exactly that It provides general knowledge of the laws and regulations that offer protection to employees and individuals against discrimination in the workplace Created by safety expert Thomas Schneid specifically for safety professionals the book takes a proactive approach to identifying situations where potential discrimination against an employee or individual may occur and supplies guidance on how to take immediate action to address the potential discriminatory situation Schneid also identifies red flag situations where potential discrimination against an employee or individual may surface and safety professionals should proceed with caution Once they can recognize these red flags they can take immediate action to address the potential discriminatory situation Although many texts address discrimination in the workplace very few if any educate individuals and employers on how to prevent acts and omissions in the workplace that can result in discrimination from a safety perspective With the multitude of laws and regulations addressing the prohibition of discrimination in the workplace often legal actions result from individuals and employers simply not being knowledgeable in the requirements of the law Written in clear plain language not legalese or business speak this book delineates the procedures that safety professionals need to know in the area of labor employment and other laws impacting the safety function      **Employment Discrimination Law Under Title VII** Margaret C. Jasper, 1999 Employment Discrimination continues to be a problem in the U S Employment Discrimination Law Under Title VII explores the various methods and definitions of discrimination in hiring practices and promotions encountered by women minorities disabled persons and others and provides information on how to combat and counter such practices The Legal Almanac series serves to educate the general public on a variety of legal issues pertinent to everyday life and to keep readers informed of their rights and remedies under the law Each volume in the series presents an explanation of a specific legal issue in simple clearly written text making the Almanac a concise and perfect desktop reference tool All volumes provide state by state coverage Selected state statutes are included as are important case law and legislation charts and tables for comparison

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