

Equal Pay Act of 1963	Requires equal pay for men and women performing equal work in an organization.
Title VII of the Civil Rights Act of 1964 (as amended)	Prohibits discrimination in employment based on race, color, religion, sex, or national origin.
Age Discrimination in Employment Act of 1967	Prohibits discrimination against persons over 40; restricts mandatory retirement.
Occupational Health and Safety Act of 1970	Establishes mandatory health and safety standards in workplaces.
Pregnancy Discrimination Act of 1978	Prohibits employment discrimination against pregnant workers.
Americans with Disabilities Act of 1990	Prohibits discrimination against a qualified individual on the basis of disability.
Civil Rights Act of 1991	Reaffirms Title VII of the 1964 Civil Rights Act; reinstates burden of proof by employer, and allows for punitive and compensatory damages.
Family and Medical Leave Act of 1993	Allows employees up to 12 weeks of unpaid leave with job guarantees for childbirth, adoption, or family illness.

FIGURE 13.1 Sample of U.S. laws against employment discrimination.