

Employment and Discrimination Acts

Title VII of the Civil Rights Act makes it unlawful for an employer to hire or discharge any individual, or otherwise to discriminate against any individual with respect to his/her compensation, terms, conditions or privileges of employment, because of an individual's race, color, religion, sex or national origin. This covers hiring, firing, promotions and all workplace conduct.

Age Discrimination in Employment Act protects individuals who are 40 years old or older from being fired, refused a job, forced to retire, and treated unfairly with payment, promotions, benefits, health care coverage, retirement plans, and other employment opportunities based on age. The ADEA only applies to employers with more than 20 employees.

Americans With Disabilities Act prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment. The ADA covers employers with 15 or more employees.

Fair Labor Standards Act establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in Federal, State, and local governments.

Family Medical Leave Act entitles eligible employees to take up to 12 weeks of unpaid, job-protected leave in a 12-month period for specified family and medical reasons including

- the birth and care of the newborn child of the employee;
- placement with the employee of a son or daughter for adoption or foster care;
- care for an immediate family member (spouse, child, or parent) with a serious health condition; **or**
- medical leave when the employee is unable to work because of a serious health condition.

New York's Whistleblower Act states that an employer can not discharge, suspend, demote or take other adverse employment action against an employee if that employee discloses or threatens to disclose a practice by the employer that violates a law, rule, or regulation or presents a substantial and specific danger to public health or safety.