

Laws Relevant to Protected Class Discrimination and Harassment

Title VII

Title VII Prohibits employment discrimination on the basis of race, color, national origin, religion, and sex.

Title VI

Title VI prohibits discrimination on the basis of race, color, and national origin in any program or activity that received Federal financial assistance. OCR includes religious discrimination or harassment based on actual or perceived ancestry, citizenship or residency.

Title IX

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving financial assistance."

Title IV

Title IV of the Higher Education Act covers federal student financial aid programs in higher education.

ADA

Prohibits discrimination against individuals with disabilities in all areas of public life, including employment, education, transportation, and all places that are open to the general public.

ADEA

Forbids age discrimination against individuals who are age 40 or over.