

## SIGNIFICANT FEDERAL, STATE AND LOCAL EQUAL EMPLOYMENT OPPORTUNITY LAWS

	Law	Year Enacted	Enforcement	Coverage	Prohibits Discrimination
Federal Laws	Equal Pay Act	1963	Equal Employment Opportunities Commission	All employers with <u>two</u> or more employees.	in paying workers of one sex at a rate different for the same work.
	Title VII - Civil Rights Act	1964	Equal Employment Opportunities Commission	Employers (labor unions, labor organizations, employment agencies) with <u>fifteen</u> or more employees.	because of race, sex, national origin, religion and color.
	Age Discrimination in Employment Act	1967	Equal Employment Opportunities Commission	Employers of <u>twenty</u> or more workers during at least twenty weeks of the year.	against individuals age 40 and over.
	Americans with Disabilities Act	1990	Equal Employment Opportunities Commission	Employers with <u>fifteen</u> or more employees.	a physical or mental impairment that substantially limits one or more major life activities; a record of impairments of this type; or being perceived by others as having such an impairment.
State Law	Wisconsin Fair Employment Act <sup>1</sup>	1945	State of Wisconsin Equal Rights Division	Any employer-employee relationship in the State of Wisconsin.	because of age, race, color, handicap, sex, conviction record, creed, national origin, arrest record, marital status, sexual orientation, membership in military reserve, use of lawful products.
Local Law	Equal Opportunities Ordinance	1963	City of Madison Equal Opportunities Commission	Any employer-employee relationship in the City of Madison.	because of race, sex, religion, color, national origin or ancestry, handicap/disability, age (18 & over), marital status, source of income, arrest record, conviction record, less than honorable discharge, physical appearance, sexual orientation, political beliefs and being a student, retaliation, familial status, domestic partner (public accom.), social security (housing/pub. accom.)

<sup>1</sup>In addition to prohibiting discrimination in employment based on membership in a protected class, the F.E.A. also limits the use of honesty testing (use of polygraphs) and genetic testing.