

HAVE YOU been negatively stereotyped in your job because you are pregnant?

ARE YOU exposed to harassing jokes or slurs in your work place?

HAVE YOU been turned down from a job offer because you have a disability, an accent, are pregnant, or because of your sexual orientation or gender identity?

HAVE YOU been passed up for a promotion because of your race or sex?

If so, you may be a victim of discrimination.

WE CAN HELP YOU

Call The Equal Rights Center (ERC) today! We will investigate your complaint and determine whether a violation has occurred. If appropriate, the ERC will assist you in pursuing administrative and legal remedies. **All ERC services are provided free of charge and are fully confidential.**

File a complaint today:

- Call the ERC directly at (202) 234-3062, or
- Complete the ERC Complaint Form online at www.equalrightscenter.org/complaint.

Stay an informed resident by becoming an ERC member today:

- Call the ERC directly at (202) 234-3062, or
- Complete the ERC Membership Form online at www.equalrightscenter.org/membership.



www.equalrightscenter.org



The Equal Rights Center (ERC) is a comprehensive non-profit civil rights organization dedicated to identifying, challenging, and eliminating discrimination. With more than 25 years of advancing civil rights, today the ERC and our thousands of members address issues of discrimination in six areas: fair housing, fair employment, disability rights, access to public accommodations, access to government services, and immigrant rights.

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HAVE YOU BEEN A VICTIM OF EMPLOYMENT DISCRIMINATION?



EQUAL RIGHTS CENTER
ADVANCING CIVIL RIGHTS

THE NEED FOR CHANGE

Employment discrimination is a dehumanizing act that causes financial harm and can adversely affect where you live and send your children to school. It not only damages you and your family, but also the workplace and the entire community.

The Civil Rights Act of 1964 and American with Disabilities Act of 1990 protect your right to advance in the workplace on the basis of your merit, initiative, and production.

Despite these laws, and the toll employment discrimination takes on both individuals and communities, some employers continue to make decisions based on their prejudices. In 2008, the U.S. Equal Employment Opportunities Commission received 95,402 complaints of discrimination, an increase of 15 percent from 2007.



KNOW YOUR RIGHTS

Employers cannot discriminate against you based on your membership in a protected class in any aspect of employment, including:

- **Hiring and firing**
- **Compensation, assignment, or classification** of employees
- **Pay, retirement plans, and disability leave**
- **Transfer, promotion, layoff,** or recall
- **Job advertisements**
- **Recruitment**
- **Testing**
- **Use of company facilities**
- **Training and apprenticeship** programs
- **Fringe benefits**

Employers also cannot **harass you** based on your membership in a protected class. Harassment includes physical assaults or threats, offensive jokes, slurs, epithets or name calling, intimidation, ridicule or mockery, insults or put-downs, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Federally protected classes include:

- Race
- Color
- National Origin
- Sex
- Religion
- Age
- Whether one has children
- Mental or Physical Disability

State or locally protected classes may also include:

- Sexual Orientation
- Gender Identity
- Marital Status
- Source of Income
- Domestic Violence Survivor

PREGNANCY DISCRIMINATION

The Pregnancy Discrimination Act of 1978 protects against discrimination on the basis of pregnancy, childbirth, or related medical conditions.

Under the law, an employer:

- **Cannot refuse to hire or promote** a woman based on her pregnancy
- **Must hold a job open** during a pregnancy-related absence the same as any other employee with a temporary disability
- **Must allow a pregnant employee to modify tasks or perform alternative tasks,** or to take disability leave without pay, the same as any other employee with a temporary disability
- **Must cover expenses related to pregnancy-related conditions** on the same basis as costs for other medical conditions