

U.S. Department of Labor Civil Rights Center



Roger Ocampo

Chief

Office of Compliance and Policy

Robin Runge

Senior Policy Advisor

Section 188 of the Workforce Investment Act of 1998

“No individual shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with, any such program or activity because of race, color, religion, sex (except as otherwise permitted under title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.)), national origin, age, disability, or political affiliation or belief.”



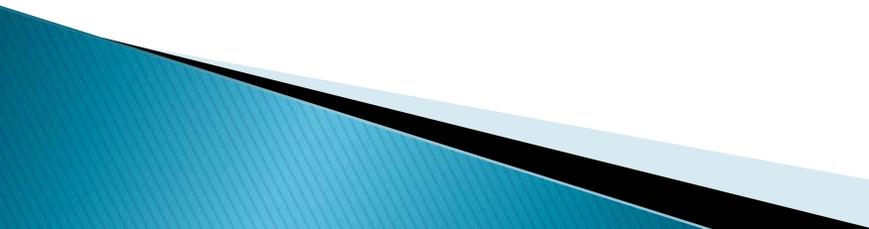
Title VI, Civil Rights Act of 1964

“No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”



Section 504, Rehabilitation Act of 1973

“No otherwise qualified individual with a disability in the United States, as defined in section 706 (20) of this title, shall, solely by reason of his or her disability, **be excluded from the participation in, be denied the benefits of, or be subjected to discrimination** under any program or activity receiving Federal financial assistance or under any program or activity conducted by any Executive agency or by the United States Postal Service.”



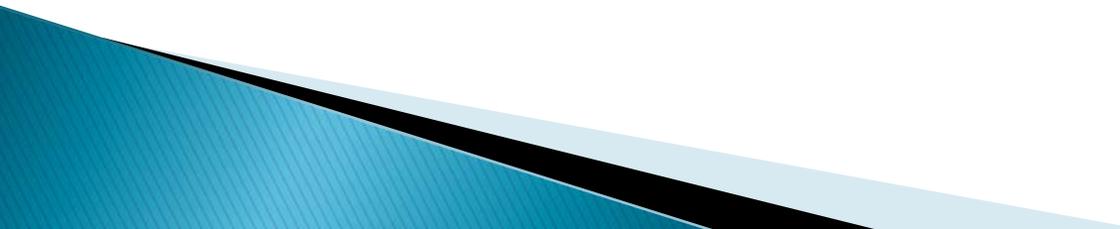
Age Discrimination Act of 1975

“... no person in the United States shall, on the basis of age, be excluded from participation, in **be denied the benefits of, or be subjected to discrimination** under, any program or activity receiving Federal financial assistance.”



Title IX, Education Amendments of 1972

“....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 education program or activity receiving Federal financial assistance...”



Americans with Disabilities Act of 1990, Title II Subpart A

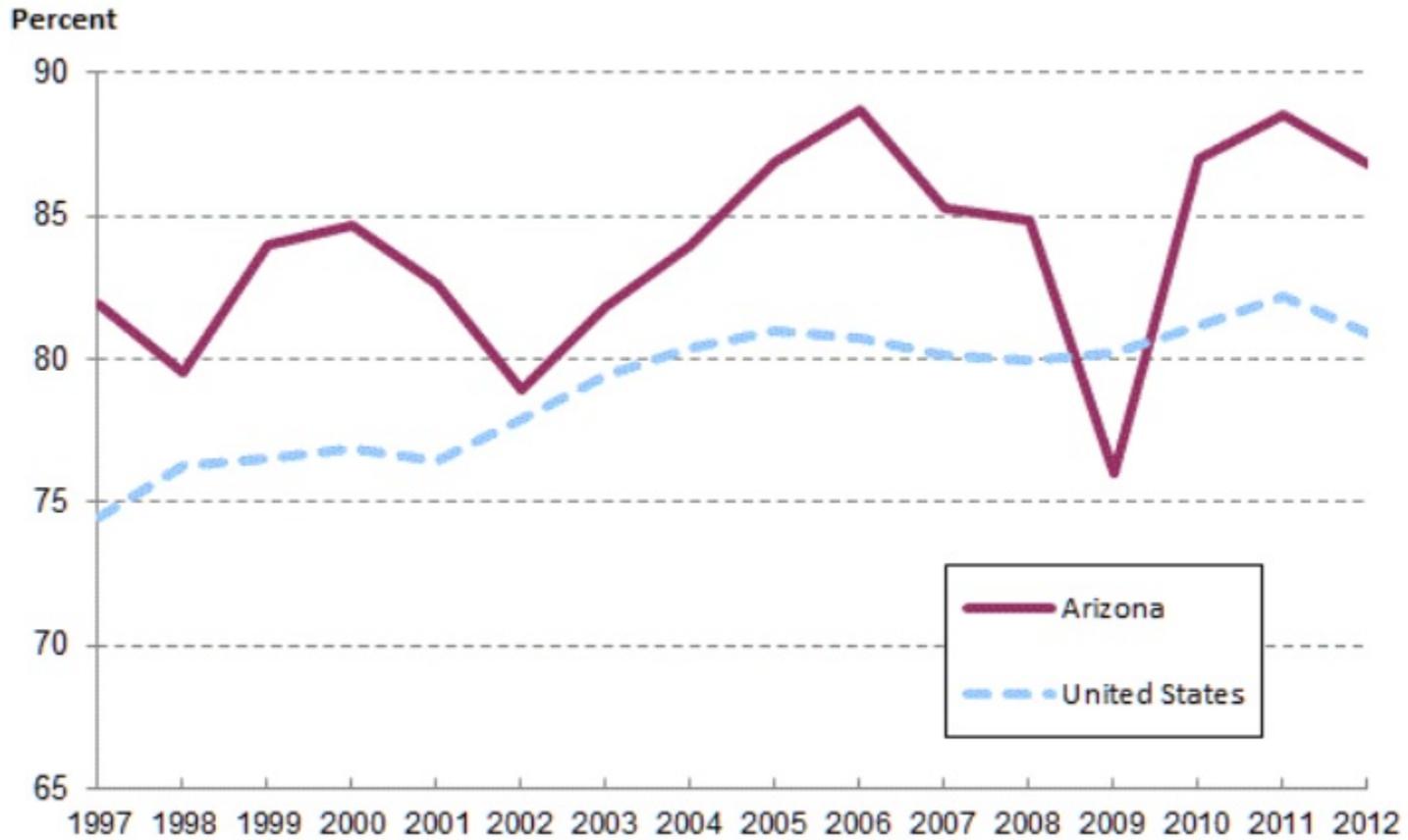
“...no qualified individual with a disability shall, by reason of such disability, **be excluded from participation in or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination** by any such entity.”

...be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment...

Today, in 2014, are
these laws **still needed?**



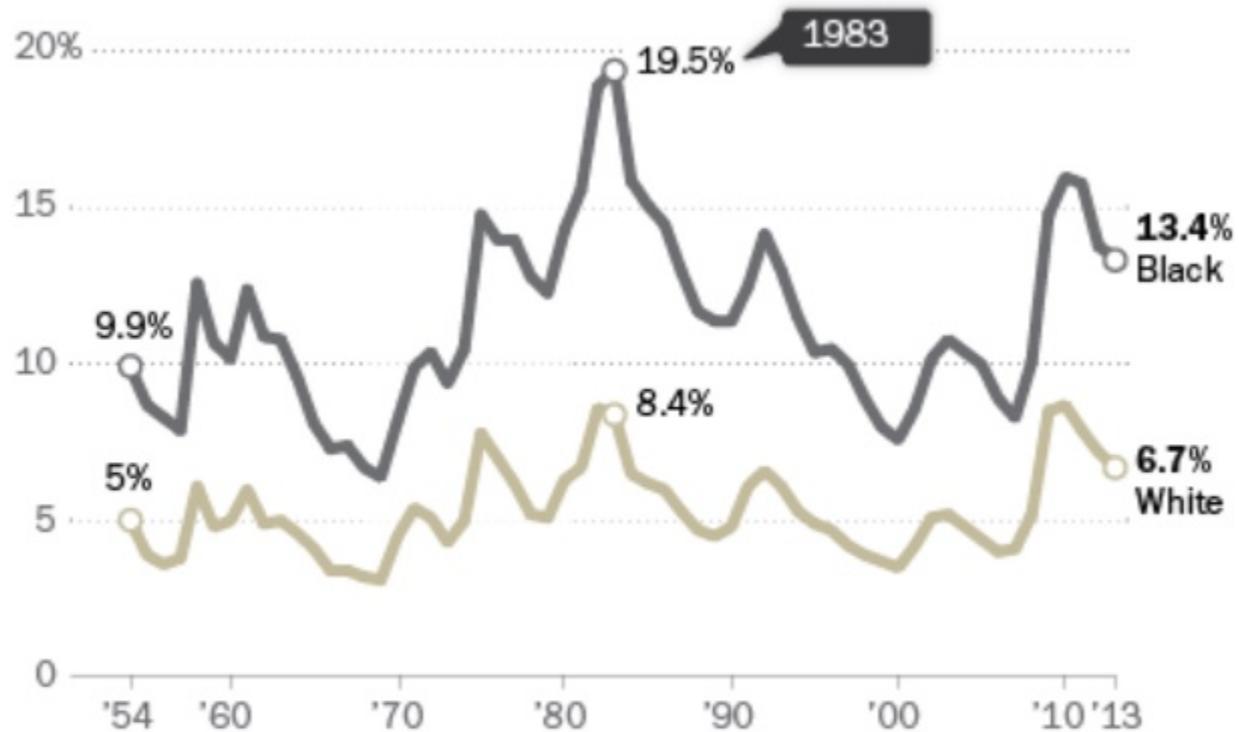
Chart 1. Women's earnings as a percent of men's, full-time wage and salary workers, Arizona and the United States, 1997 – 2012 annual averages



Source: U.S. Bureau of Labor Statistics.

Unemployment rates by race

Seasonally adjusted



Source: Bureau of Labor Statistics

Note: "Black and other," 1954-1971; "Black or African American" thereafter.
2013 average is January-July.

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