

## Summary of Major Equal Employment Opportunity Laws

Title VII, U.S. Civil Rights Act of 1964 as amended in 1972 and 1991 (42 U.S.C. §2000e et seq.)

Age Discrimination in Employment Act of 1967 and 1978 (29 U.S.C § 621 et seq.)

Rehabilitation Act of 1973 (29 U.S.C. § 791 et seq.)

Pregnancy Discrimination Act of 1978 (42 U.S.C. § 2000e(k))

Americans with Disabilities Act of 1990 (42 U.S.C. § 12101 et seq.)

Article I, Section 31, California Constitution (Proposition 209 – Prohibits granting of preferences based on race, ethnicity and gender in public employment, contracting and education)

California Fair Employment and Housing Act (Gov. Code, §§12900-12996)

Unruh Civil Rights Act (Civil Code, §§ 51-53)

### Government Code Sections

The following source is useful to stay up-to-date on California Government Code:

<http://leginfo.legislature.ca.gov/faces/codes.xhtml>

§ 18500(c)(5)	State's Non-discrimination Principle
§§ 19230-19237	Hiring of Persons with Disabilities
§§ 19240-19241	Limited Examination and Appointment Program
§§ 19400-19406	Upward Mobility
§ 19572(w)	Discrimination a Cause for Disciplinary Action
§§ 19700-19706	Discrimination
§§ 19790-19799	State Civil Service Equal Employment Opportunity Program
§§ 7290-7299.8	Bilingual Services Act

Title 2, California Code of Regulations, Division I, Chapter I

The following source is useful to stay up-to-date on California Code of Regulations:

<http://government.westlaw.com/linkedslice/default.asp?SP=CCR-1000>

§§ 547.50-547.57	Limited Examination and Appointment Program
§ 547.80	Equal Employment Opportunity Definitions
§§ 547.82-547.87	Upward Mobility

*This listing is not intended to be a full reference to employment law.*

*The above summary information was obtained from the California Department of Human Resources Policy Memo 2013-032 dated September 27, 2013.*