

Chapter 21 Outline

- Federal and State Laws
- Sex Discrimination
- Age Discrimination
- Race Discrimination
- Religious Discrimination
- National Origin Discrimination
- Affirmative Action Programs
- Marital Status Discrimination
- The Civil Rights Act of 1991
- Sexual Harassment of Employees
- Pregnancy Discrimination Act
- Americans with Disabilities Act—
 - Employment
 - Definition of “Disability”
 - Qualified Individuals
 - Drug Testing
 - Infectious and Communicable Diseases
 - Reasonable Accommodations
 - Requirements
 - Exceptions for Undue Hardship
 - Pre-Employment Interviews
 - ADA Posting Requirements
 - Enforcement and Damages
 - State and Local Disability
 - Discrimination Laws
- Discrimination in Advertising for Employment
- Important Points for Management

Competencies

1. Describe the anti-discrimination terms of Title VII of the Civil Rights Act of 1964. (p. 317)
2. Describe federal laws adopted to prevent sex discrimination in employment. (pp. 317–318)
3. State the essential elements of the Age Discrimination in Employment Act of 1967. (pp. 318–319)
4. Explain how race discrimination is prohibited by Title VII of the Civil Rights Act of 1964. (pp. 319–320)
5. Describe the requirements of Title VII of the Civil Rights Act of 1964 with regard to religious discrimination. (p. 320)
6. Describe the Equal Employment Opportunity Commission (EEOC) “Guidelines on Discrimination Because of National Origin” with regard to an employer’s responsibility. (p. 320)
7. Describe affirmative action programs. (pp. 320–321)
8. Explain when marital status discrimination is in violation of Title VII of the Civil Rights Act of 1964. (p. 321)
9. Describe the Civil Rights Act of 1991’s effect on employment. (pp. 321–322)
10. Explain sexual harassment issues as addressed by EEOC regulations and Title VII of the Civil Rights Act of 1964, and cite court cases dealing with sexual harassment of employees. (pp. 322–326)
11. Summarize protections provided to pregnant workers by the Pregnancy Discrimination Act. (p. 326)
12. Describe how the Americans with Disabilities Act’s Title I provisions affect hotel employment. (pp. 326–332)
13. Describe the Civil Rights Act of 1964’s impact on advertising for employment. (pp. 332–333)