

Chapter 1 Outline

Defining Discrimination
 Equal Employment Opportunity Commission
 Departments of Labor and Homeland Security
 Equal Employment Opportunity and Affirmative Action
 The Myths of Affirmative Action

Evolution of EEO Legislation
 The Equal Pay Act of 1963
 Title VII of the Civil Rights Act of 1964
 Age Discrimination in Employment Act of 1967
 Vocational Rehabilitation Act of 1973
 Acts Affecting Veterans
 Pregnancy Discrimination Act of 1978
 Retirement Equity Act of 1984
 Immigration Reform and Control Act of 1986
 Employee Polygraph Protection Act of 1988
 Drug-Free Workplace Act of 1988
 The Civil Rights Act of 1991
 Family and Medical Leave Act of 1993

Other Employment Laws and Court Interpretations
 Executive Orders and Affirmative Action
 Major Cases and Interpretations
 State Employment Laws

Major Areas of Abuse and Litigation in Hospitality Operations
 Recruitment and Selection
 Age Discrimination
 Reverse Discrimination
 Employee Benefits and Sex Discrimination
 Religious Discrimination
 Seniority
 Recruitment Advertising
 Wrongful Discharge

Issues in a Social Context
 Women in the Hospitality Work Force
 Overtime Work Laws
 Impact of Unethical Business
 The Aging Work Force
 Employment Practices Liability Insurance
 Continuing Education
 Avoid Lawsuits (and Unionization)
 Using Credit Reports as Employment Checks

Americans with Disabilities Act
 Background
 Defining Disability
 Qualifying for Work
 ADA: The First Years
 Communicable Diseases

Competencies

1. Describe the EEOC and distinguish between EEO laws and affirmative action. (pp. 4–12)
2. Describe the evolution of EEO legislation from the 1960s through today. (pp. 12–25)
3. List major areas of EEO abuse and litigation, and identify critical EEO issues regarding women and older workers. (pp. 25–37)
4. Define *disability*, and describe the Americans with Disabilities Act (ADA) and its implications for human resource managers at hospitality operations. (pp. 37–43)