TYPES OF DISCRIMINATION AND HARASSMENT

Age Discrimination: Age discrimination involves treating someone (an applicant or employee) less favorably because of their age. The Age Discrimination in Employment Act (ADEA) only forbids age discrimination against people who are age 40 or older. For more information, visit: https://www.eeoc.gov/laws/types/age.cfm

Disability Discrimination: Disability discrimination occurs when an employer or other entity covered by the Americans with Disabilities Act, as amended, or the Rehabilitation Act, as amended, treats a qualified individual with a disability who is an employee or applicant unfavorably because they have a disability. For more information, visit: https://www.eeoc.gov/laws/types/disability.cfm

Gender Identity Discrimination: Discrimination against an individual because of gender identity, including transgender status, is discrimination because of sex in violation of Title VII. For more information, visit: https://www.eeoc.gov/laws/types/sex.cfm

Genetic Information Discrimination: Under Title II of GINA, it is illegal to discriminate against employees or applicants because of genetic information. Title II of GINA prohibits the use of genetic information in making employment decisions, restricts employers and other entities covered by Title II (employment agencies, labor organizations and joint labor-management training and apprenticeship programs - referred to as "covered entities") from requesting, requiring or purchasing genetic information, and strictly limits the disclosure of genetic information. For more information, visit: https://www.eeoc.gov/laws/types/genetic.cfm

National Origin Discrimination: National origin discrimination involves treating people unfavorably because they are from a particular country or part of the world, because of ethnicity or accent, or because they appear to be of a certain ethnic background (even if they are not). For more information, visit: https://www.eeoc.gov/laws/types/nationalorigin.cfm

Pregnancy Discrimination: Pregnancy discrimination involves treating someone unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. For more information, visit: https://www.eeoc.gov/laws/types/pregnancy.cfm

Race Discrimination: Race discrimination involves treating someone unfavorably because they are of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Color discrimination involves treating someone unfavorably because of skin color complexion. For more information, visit: https://www.eeoc.gov/laws/types/race_color.cfm

Religious Discrimination: Religious discrimination involves treating a person unfavorably because of their religious beliefs. The law protects not only people who belong to traditional, organized religions, such as Buddhism, Christianity, Hinduism, Islam, and Judaism, but also others who have sincerely held religious, ethical or moral beliefs, which can include lack of an organized religious belief. For more information, visit: https://www.eeoc.gov/laws/types/religion.cfm
**Sex Discrimination:** Sex discrimination involves treating someone unfavorably because of that person's sex. Discrimination because of sex in violation of Title VII. For more information, visit: [https://www.eeoc.gov/laws/types/sex.cfm](https://www.eeoc.gov/laws/types/sex.cfm)

**Sexual Orientation Discrimination:** Discrimination against an individual because of sexual orientation is discrimination because of sex in violation of Title VII. For more information, visit: [https://www.eeoc.gov/laws/types/sex.cfm](https://www.eeoc.gov/laws/types/sex.cfm)

**Sexual Harassment:** It is unlawful to harass a person because of that person’s sex. Harassment can include “sexual harassment” or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. For more information, visit: [https://www.eeoc.gov/laws/types/sexual_harassment.cfm](https://www.eeoc.gov/laws/types/sexual_harassment.cfm)