

A BUSINESS ROADMAP
FOR PROFESSIONAL
PHOTO ORGANIZERS

HIRING LEGAL CHEAT SHEET

Here is a quick legal cheat sheet for you to avoid discriminatory remarks and behavior during an interview and beyond:

EEOC (Equal Employment Opportunity Commission)¹ Pertinent Enforced Non-Discrimination Laws

Title VII of the Civil Rights Act of 1964 (Title VII)

This law makes it illegal to discriminate against someone based on race, color, religion, national origin, or sex. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

The Pregnancy Discrimination Act

This law amended Title VII to make it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

The Equal Pay Act of 1963 (EPA)

This law makes it illegal to pay different wages to men and women if they perform equal work in the same workplace.

The Age Discrimination in Employment Act of 1967 (ADEA)

This law protects people who are 40 or older from discrimination because of age.

Title I of the Americans with Disabilities Act of 1990 (ADA)

This law makes it illegal to discriminate against a qualified person with a disability. Employers **MUST** reasonably accommodate the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless doing so would impose an undue hardship on the operation of the employer's business.

*For all the laws above, **it is illegal to retaliate** against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.*

¹ [U.S. Equal Employment Opportunity Commission](https://www.eeoc.gov/)