





## Unlawful Termination Case Parameters

\_\_\_\_\_ (Name)

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### **Harassment**

Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with Disabilities Act of 1990, (ADA).

Harassment is unwelcome conduct that is based on race, color, religion, sex (including sexual orientation, transgender status, or pregnancy), national origin, older age (beginning at age 40), disability, or genetic information (including family medical history). Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

### **Discrimination**

Workplace discrimination, defined by federal laws enforced by the [EEOC](#), occurs when an employer treats job applicants or employees unfairly due to protected characteristics—race, color, religion, sex (including pregnancy/orientation), national origin, age ( $\geq 40$ ), disability, or genetic information. Unlawful discrimination includes harassment, pay disparities, and retaliation.

- **Discrimination Types:** Includes direct "disparate treatment" (intentional bias) and "disparate impact" (policies that disproportionately exclude protected groups).

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\_\_\_\_\_ (Name)

- Protected Characteristics (Federal): Race, Color, Religion, Sex, National Origin, Age (40+), Disability, Genetic Information.
- Key Prohibited Practices: It is unlawful to discriminate in hiring, firing, promotions, compensation, training, or benefits based on protected traits.
- Harassment: Unwelcome conduct based on protected traits that creates a hostile work environment or results in an adverse employment decision.
- Retaliation: Punishing an employee for complaining about discrimination, filing a charge, or participating in an investigation.
- Reasonable Accommodation: Employers must accommodate employees' religious beliefs and physical/mental disabilities.

## Major Federal Anti-Discrimination Laws

- [Title VII of the Civil Rights Act of 1964](#): Prohibits employment discrimination based on race, color, religion, sex, or national origin [EEOC.gov](#).
- [Americans with Disabilities Act \(ADA\)](#): Protects qualified individuals with disabilities from employment discrimination.
- [Age Discrimination in Employment Act \(ADEA\)](#): Protects workers aged 40 and older [EEOC.gov](#).
- [Equal Pay Act of 1963 \(EPA\)](#): Prohibits sex-based wage disparities for equal work.
- [Genetic Information Nondiscrimination Act \(GINA\)](#): Prohibits using genetic information in employment decisions.