COMPENDIUM OF FEDERAL CIVIL RIGHTS LAWS

LAW/EXECUTIVE ORDER	DISCRIMINATION PROHIBITED	COVERAGE
Title VI of the Civil Rights Act of 1964, 42 USC 2000D Nondiscrimination in programs or activities receiving federal financial assistance. Extends to all federal departments and agencies empowered to extend financial assistance to any program or activity by way of grant, loan or contract other than contract of insurance guaranty.	No person shall be excluded from participation in, be denied the benefits of, including employment or selection of contractors, or be subjected to discrimination on the basis of handicap, i.e. physically disabled, speech or hearing impaired, or visually handicapped	Public building accessibility Communication aids Program policies and guidelines Grantees' activities shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rate of pay or other forms of compensation and selection for training, including apprenticeship
Section 109 of Title I of the Housing and Community Development Act of 1992, as Amended; §570.602 Section 109 of the HCD Act of 1974, Title I, prohibits discrimination on the basis of race, color, national origin, disability, age, religion, and sex within Community Development Block Grant (CDBG) programs or activities.	No person in the United States shall, on the ground of race, color or national origin, religion, or sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part under this title. Section 109 also directs that the prohibitions against discrimination on the basis of age under the Age Discrimination Act and the prohibitions against discrimination on the basis of disability under Section 504 shall apply to programs or activities receiving Federal financial assistance under Title I programs. The policies and procedures necessary to ensure enforcement of section 109 are codified in 24 CFR part 6.	Construction contracts (housing and non-housing) Non-construction contracts (e.g., professional services contracts) Recruitment Program policies and guidelines
Age Discrimination Act of 1975, as Amended Provides that no person shall be excluded from participation in, denied program benefits or subjected to discrimination on the basis of age under any program or activity receiving federal funding assistance	No persons shall, on the basis of age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance. Any prohibition against discrimination on the basis of age or with respect to an otherwise handicapped individual as provided in Section 504 of Rehabilitation Act of 1973 shall also apply to any such program or activity	Construction contracts of over $10,000 (housing and non-housing) Non-construction contracts Program policies and guidelines
Section 504 of the Rehabilitation Act of 1973, as Amended No otherwise qualified individual shall, solely by reason of his or her handicap, be excluded from participation in (including employment), denied program benefits or subjected to discrimination under any program or activity receiving federal assistance funds.	The grantees and subcontractors, if any, shall not discriminate against any employee or applicant for employment because of physical or mental handicap, if qualified. The grantee and any sub-contractors, shall take affirmative action to ensure that applicants are employed, and that employees are treated without discrimination based upon their physical or mental handicap	Contracts (housing and non-housing) Employee Recruitment Program policies and guidelines Grantees' activities shall include, but not be limited to, the following:employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rate of pay or other forms of compensation and selection for training, including apprenticeship.

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Vietnam Era Veterans Readjustment Assistance Act of 1974, Section 402 Provides that no person shall be discriminated against because he or she is a disabled veteran or a veteran of the Vietnam Era in regard to employment upgrading, demotion or transfer, recruitment, advertising, layoff or termination, rates of pay or other forms of compensation and selection for training, including apprenticeship	No person shall be discriminated against because he or she is a disabled veteran or veteran of the Vietnam Era Discrimination because of race, color, creed, religion, sex or national origin	Construction contracts (housing and non-housing) Non-construction contracts Employee recruitment Program policies and guidelines
Executive Order 11246: Equal Opportunity Provides the grantee or any contractor or subcontractor must agree not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin.	The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin.	Construction contracts (housing and non-housing) Non-construction contracts (e.g., professional services contracts) Recruitment Program policies and guidelines
Executive Order 11063: Equal Opportunity in Housing, as Amended by Executive Order 12259 Directs the grantee to take all action necessary and appropriate to prevent discrimination because of race, color, religion, sex, familial status, national origin, and disability in the sale, leasing, rental and other disposition of real property and related facilities (including land to be developed for residential use), or the use or occupancy thereof if such property and related facilities are, among other things, provided in whole or in part with the aid of loans, advances, grants or contribution from the federal government.	Prevent discrimination because of race, color, religion, sex, familial status, national origin, and disability	Construction contracts - housing Program policies and guidelines
Section 3 of the Housing and Community Development Act of 1968 The purpose of Section 3 is to ensure that employment and other economic opportunities generated by certain HUD financial assistance shall, **to the greatest extent feasible**, and consistent with existing Federal, State, and local laws and regulations, be directed to low- and very low-income persons, particularly those who are recipients of government assistance for housing, and to business concerns which provide economic opportunities to low- and very low-income persons.	Section 3 Worker Targeted Section 3 Worker Section 3 Business Concern EEO-Prevent discrimination against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information (medical history or predisposition to disease).	Construction contracts (housing and non-housing) Employee recruitment Program policies and guidelines

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Fair Housing Amendments Act of 1988, Amends Title VIII of The Civil Rights Act of 1968 (to include prohibition against discrimination based on handicap and family status) The Fair Housing Law provides protection against the following acts, if they are based on race, color, religion, sex, national origin, handicap or family status: • Refusing to sell or rent to, deal or negotiate with any person. • Discriminating in terms or conditions for buying or renting housing. • Discriminating by advertising that housing is available to persons of a certain race, color, religion, sex, national origin, handicap or family status. • Denying that housing is available for inspection, sale or rent when it really is available. • Persuading owners to sell or rent housing by telling them that minority groups are moving into the neighborhood. • Directing renters and prospective homebuyers to certain areas.	Race, color, religion, sex, national origin, handicap or family status Protected characteristics are race, color, religion, sex, familial status, national origin, having a disability, and having a type of disability. (4) Protected class means a group of persons who have the same protected characteristic; e.g., a group of persons who are of the same race are a protected class. Similarly, a person who has a mobility disability is a member of the protected class of persons with disabilities and a member of the protected class of persons with mobility disabilities.	Construction contracts - housing. Program policies and guidelines. • Single-family housing owned by private individuals when: - A broker or other person in the business of selling or renting dwellings is used; - Discriminatory advertising is used; • Single-family houses not owned by private individuals; • Single-family houses owned by a private individual who owns more than three such houses or who, in any two-year period, sells more than one in which the individual was not the most recent resident; • Multi-family dwellings of five or more units; • Multi-family dwellings containing four or fewer units, if the owner does not reside in one of the units. • **Not covered:** The sale or rental of single-family houses owned by a private individual of three or fewer such single-family housing with certain conditions: • Rentals of rooms or units in owner-occupied multi-dwelling units for 2-4 families, if discriminatory advertising is not used. • The sale, rental or occupancy of dwellings which a religious organization owns/operates for other than commercial purpose to persons of the same religion. • Limit to its own members rental or occupancy of lodgings owned by a private club for other than commercial purposes