



## EMPLOYMENT LAWS

<u>Legislation</u>	<u>Key Issues</u>
Fair Labor Standards Act of 1938	Specifies minimum wage, requires overtime pay for certain employees, and restricts child labor.
Equal Pay Act of 1963	Requires equal pay for men and women performing work that involves similar skill, effort, responsibility, and working conditions.
Title VII of the Civil Rights Act of 1964	Prohibits discrimination based on race, color, religion, sex and national origin, in all matters of employment from recruitment through discharge.
Age Discrimination in Employment Act of 1967	Prohibits employment discrimination due to age for anyone age 40 and over.
Pregnancy Discrimination Act of 1978	Amended Title VII to recognize pregnancy as a temporary disability and prohibits discrimination on the basis of pregnancy, childbirth, or related medical conditions.
Uniform Guidelines on Employee Selection Procedures of 1978	Applies to employers subject to Title VII or Executive Order 11246; provides a framework for determining the proper use of tests and other selection policies or practices; requires that all selection procedures must withstand validation tests.
Immigration Reform and Control Act of 1986	Prohibits discrimination in employment on the basis of national origin and citizenship or immigration status, prohibits employment of unauthorized aliens and provides penalties for violations.
Americans with Disabilities Act of 1990 and Americans with Disabilities Act Amendments Act of 2008	Prohibits discrimination against qualified individuals with physical or mental disabilities and requires employers to provide reasonable accommodations, which do not impose an undue hardship on the employer.
Genetic Information Nondiscrimination Act of 2008	Prohibits discrimination against individuals on the basis of their genetic information in both employment and health insurance and protects the privacy of personal genetic information.
Veteran's Preference	In compliance with Chapter 295, Florida Statute, UF is committed to providing preference to U.S. veterans, spouses of veterans, and certain family members in hiring, promotion and retention for all qualified positions, with honorable discharge and other <a href="#">criteria</a> .

<b><u>Legislation</u></b> <b><u>(federal contractors)</u></b>	<b><u>Key Issues</u></b>
Executive Order 11246	Prohibits federal contractors from discrimination in employment decisions based on race, color, religion, sex, or national origin and requires them to take affirmative action to ensure that equal opportunity is provided in all aspects of employment.
Rehabilitation Act of 1973	Prohibits federal contractors from discriminating against individuals with disabilities.
Vietnam Era Veteran's Readjustment Assistance Act	Requires federal government contractors to take affirmative action to employ and advance specified categories of veterans and prohibits discrimination against such veterans.