

# UNLAWFUL DISCRIMINATION & HARASSMENT



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## Unlawful Discrimination

- Race / Color (Title VII; Section 1981; TCHRA)
- Sex (Title VII; TCHRA)
- Religion (Title VII; TCHRA)
- National Origin (Title VII; TCHRA)
- Age (40 and over) (ADEA / TCHRA)
- Disability (ADA; TCHRA)
- Genetic Information (GINA)
- Retaliation for Claiming Discrimination or Harassment



# Discrimination Prohibited Without Regard To:

- Hiring
- Compensation
- Conditions & Privileges
- Firing
- Constructive Discharge



# Theories of Discrimination

- Disparate Treatment
- Disparate Impact
- Reasonable Accommodation



# Disparate Treatment

Intentional discrimination in the form of differential in treatment because of the applicant's / employee's protected class.



# Disparate Treatment

- What most of us think of when we think of "discrimination"
- Treating someone differently because of membership in a protected class
- Intentional discrimination



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## Title search: Unlawful Discrimination and Harassment

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