



Attachment to Public Guidance on Protecting Civil Rights While Responding to the Ebola Virus

Legal Protections Against Discrimination

These agencies enforce federal laws that prohibit discrimination based on a person’s race, national origin, or perceived or actual disability. Laws prohibiting national origin discrimination make it illegal to discriminate because of a person’s birthplace, ancestry, culture, or language, meaning that they cannot be denied equal opportunity because they or their families are from another country, because they have a name or accent associated with a national origin group, because they are limited English proficient, because they participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

Enforcement Area	Agency	Overview of the Law	Where to File a Complaint
<p>Disability</p>	<p>U.S. Department of Justice: The Civil Rights Division, and specifically the Disability Rights Section, shares enforcement authority with many federal agencies in ensuring equal opportunity and preventing discrimination based on a person’s disability. Under the ADA and Section 504 of the Rehabilitation Act, a person has a “disability” if he/she (a) has a physical or mental impairment that substantially limits a major life activity; (b) has a record of such an impairment; or (c) is “regarded as” having a disability. The ADA and Section 504 also prohibit “association discrimination,” or discrimination against an individual because of that individual’s association with or relation to a person with a disability.</p>	<ul style="list-style-type: none"> • Section 504 of the Rehabilitation Act, 29 U.S.C. § 794, prohibits discrimination based solely on the basis of disability by recipients of federal financial assistance and is enforced by all agencies that provide federal financial assistance. On referral to the Department of Justice by a federal agency, the Civil Rights Division may bring a federal lawsuit to enforce Section 504. • The Americans with Disabilities Act, (ADA) 42 U.S.C. §§ 12101 et seq., prohibits discrimination in employment (Title I), programs, services, and activities of public entities including discrimination in public schools (Title II), and public accommodations providing goods or services to the public (Title III). • While the Disability Rights Section 	<p>U.S. Department of Justice 950 Pennsylvania Avenue, NW Civil Rights Division Disability Rights Section - NYA Washington, D.C. 20533 202-307-0663 (phone) 202-307-1197 (fax)</p> <p>To talk with an ADA Specialist: 800-514-0301 (voice) 800-514-0383 (TTY)</p>

	<p>U.S. Department of Justice: Disability Rights Section</p>	<p>of the Civil Rights Division enforces the ADA and Section 504 of the Rehabilitation Act, among other statutes, disability is a protected status under many federal civil rights laws, such as the Fair Housing Act, and will be considered in other enforcement areas where applicable.</p>	<p>U.S. Department of Justice 950 Pennsylvania Avenue, NW Civil Rights Division Disability Rights Section - NYA Washington, D.C. 20533 202-307-0663 (phone) 202-307-1197 (fax)</p> <p>To talk with an ADA Specialist: 800-514-0301 (voice) 800-514-0383 (TTY)</p>
<p>Education</p>	<p>U.S. Department of Education: The U.S. Department of Education gives grants of financial assistance to schools and colleges and to certain other entities, including vocational rehabilitation programs. Federal laws prohibit discrimination because of race, color, and national origin in programs that receive federal financial assistance. Any program or activity that receives funds from the Department of Education must operate in a nondiscriminatory manner.</p>	<ul style="list-style-type: none"> • Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d <i>et seq.</i>, prohibits discrimination based on race, color, or national origin in programs or activities receiving federal financial assistance. 	<p>U.S. Department of Education Office for Civil Rights 400 Maryland Avenue, SW Washington, DC 20202-1100 (202) 245-6800 (800) 421-3481 www.ed.gov</p>
	<p>U.S. Department of Justice: The Educational Opportunities Section (EOS) of the Civil Rights Division enforces federal laws that prohibit discrimination, including harassment, on the basis of race, color, and national origin by public schools, colleges, and universities.</p>	<ul style="list-style-type: none"> • Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d <i>et seq.</i> See above for description. • Title IV of the Civil Rights Act of 1964, 42 U.S.C. § 2000c-6, prohibits discrimination on the basis of race, color, national origin, sex, and religion by public schools, colleges and universities 	<p>U.S. Department of Justice Civil Rights Division Educational Opportunities Section PHB 950 Pennsylvania Avenue, NW Washington, DC 20530 (202) 514-4092 (877) 292-3804 education@usdoj.gov</p>

<p style="text-align: center;">Education</p>	<p>U.S. Department of Justice: EOS</p>	<ul style="list-style-type: none"> • Equal Educational Opportunities Act of 1974, 20 U.S.C. § 1701 <i>et seq.</i>, which, among other things, prohibits the denial of equal educational opportunities by state and local educational agencies through deliberate segregation on the basis of race, color, or national origin among or within schools. • Executive Order 13160, prohibits discrimination on the basis of race, sex, color, national origin, disability, religion, age, sexual orientation, and status as a parent in federally conducted education and training programs. 	<p style="text-align: center;">U.S. Department of Justice Civil Rights Division Educational Opportunities Section PHB 950 Pennsylvania Avenue, NW Washington, DC 20530 (202) 514-4092 (877) 292-3804 education@usdoj.gov</p>
<p style="text-align: center;">Employment</p>	<p>Equal Employment Opportunity Commission (EEOC): The EEOC protects employees from discrimination in employment on the basis of race, color, or national origin. Discrimination by employers with <u>15 or more employees</u> is prohibited in all aspects of the hiring and employment process: job application, hiring, firing, promoting, training, wage earning, or any other terms, privileges, or conditions of employment provided or imposed by the employer.</p>	<ul style="list-style-type: none"> • Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it 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. 	<p style="text-align: center;">Equal Employment Opportunity Commission 1801 L Street, NW Washington, DC 20507 To file charges or reach a field office: (800) 669-4000 Information and publication center: (800) 669-3362 (202) 663-4900 TTY: (202) 663-4494 TTY: (800) 800-3302 www.eeoc.gov</p>

	<p>U.S. Department of Labor: The Office of Federal Contract Compliance Programs (OFCCP) forbids discrimination on the basis of race, color, and national origin by companies that hold contracts or subcontracts with the federal government and by firms working on construction projects that receive federal funds. Complaints must be filed within 180 days of the date of the alleged discrimination, unless an OFCCP director extends it.</p>	<ul style="list-style-type: none"> • Executive Order 11246 prohibits qualifying grant recipients from discriminating in employment decisions on the basis of race, color, national origin, sex, or religion. 	<p>U.S. Department of Labor Employment Standards Administration Office of Federal Contract Compliance Programs 200 Constitution Avenue, NW, Room C3310 Washington, DC 20210 1-866-4-USA-DOL Fax: (877) 889-5627 www.dol.gov</p>
<p>Employment</p>	<p>U.S. Department of Labor: The Civil Rights Center (CRC)'s <i>Office of External Enforcement (OEE)</i> assesses, investigates and/or adjudicates complaints alleging discrimination and/or violations of equal opportunity requirements by recipients of financial assistance under Title I of WIA and One-Stop partners listed in WIA Section 121(b).</p> <p>U.S. Department of Labor: CRC-OEE</p>	<ul style="list-style-type: none"> • Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d <i>et seq.</i> <i>See above for description.</i> • Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e <i>See above for description.</i> • Section 188 of the Workforce Investment Act of 1998 (WIA), 42 U.S.C. § 5309, prohibits discrimination by qualifying grant recipients in WIA Title I-financially assisted programs and activities, and programs that are part of the One-Stop system, on the grounds of race, color, religion, sex, and national origin. 	<p>Director - Civil Rights Center ATTENTION: Office of External Enforcement U.S. Department of Labor 200 Constitution Avenue, NW Room N-4123 Washington, DC 20210 Fax: (202) 693-6505 CRCExternalComplaints@dol.gov</p> <p>Director - Civil Rights Center ATTENTION: Office of External Enforcement U.S. Department of Labor 200 Constitution Avenue, NW Room N-4123 Washington, DC 20210 Fax: (202) 693-6505 CRCExternalComplaints@dol.gov</p>

Employment	<p>U.S. Department of Justice: The Office of Special Counsel for Immigration Related Unfair Employment Practices (OSC) in the Civil Rights Division receives <u>charges</u> and investigates national origin discrimination with respect to hiring, firing, and recruitment or referral for a fee, by employers with <u>more than three and fewer than 15 employees</u>. OSC also receives charges and investigates citizenship status discrimination with respect to hiring, firing, and recruitment or referral for a fee, by employers with <u>more than three employees</u>.</p>	<ul style="list-style-type: none"> OSC investigates national origin discrimination and citizenship status discrimination under the anti-discrimination provision of the Immigration and Nationality Act (INA), 8 U.S.C. § 1324b. Employers may not treat individuals differently because of their place of birth, country of origin, ancestry, native language, accent, because they are perceived as looking or sounding “foreign,” or based on their particular immigration or citizenship status. 	<p>U.S. Department of Justice Civil Rights Division 950 Pennsylvania Avenue, N.W. OSC, NYA 9000 Washington, D.C. 20530 Worker Hotline: 1-800-255-7688 Employer Hotline: 1-800-255-8155 Teletypewriter (TTY) 1-800-237-2515 oscrrt@usdoj.gov</p> <p>U.S. Department of Justice Civil Rights Division 950 Pennsylvania Avenue, N.W. OSC, NYA 9000 Washington, D.C. 20530 Worker Hotline: 1-800-255-7688 Employer Hotline: 1-800-255-8155 Teletypewriter (TTY) (1-800-237-2515 oscrrt@usdoj.gov</p>
	<p>U.S. Department of Justice: The Employment Litigation Section enforces federal laws that prohibit state and local government employers from discriminating on the grounds of race and national origin. If you believe there is a pattern or practice of discrimination in public employment, you may contact the U.S. Department of Justice; individuals claims of discrimination should be sent to the EEOC (<i>see above for description</i>).</p>	<ul style="list-style-type: none"> Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e <i>See above for description.</i> 	<p>U.S. Department of Justice Civil Rights Division Employment Litigation Section PHB 950 Pennsylvania Avenue, NW Washington, DC 20530 (202) 514-3831 TTY - 202-514-6780 FAX - (202) 514-1005 FAX 2 -(202) 514-1105</p>

<p>Housing</p>	<p>U.S. Department of Housing and Urban Development (HUD): Federal law prohibits housing discrimination based on your race, color, national origin, religion, sex, familial status, or disability. The Office of Fair Housing and Equal Opportunity (FHEO) administers and enforces federal laws and establishes policies that make sure all Americans have equal access to the housing of their choice. Individual complaints of discrimination may be reported to HUD.</p>	<ul style="list-style-type: none"> • Title VIII of the Civil Rights Act of 1968, 42 U.S.C. § 3601 <i>et seq.</i>, (Fair Housing Act) as amended, prohibits discrimination in the sale, rental, and financing of dwellings, and in other housing-related transactions, based on race, color, national origin, religion, sex, familial status, and disability. • Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d <i>et seq.</i> Prohibits discrimination based on race, color, and national origin in programs and activities receiving federal financial assistance from HUD. • Section 109 of Title I of the Housing and Community Development Act of 1974, 42 U.S.C. § 5309, prohibits discrimination on the basis of race, color, national origin, sex or religion in programs and activities receiving financial assistance from HUD's Community Development and Block Grant Program. 	<p>U.S. Department of Housing and Urban Development Office of Fair Housing and Equal Opportunity 451 Seventh Street, SW, Room 5204 Washington, DC 20410-2000 (202) 619-8041 Hot line: (800) 669-9777, (202) 708-0836 TTY: (800) 927-9275 Fax: (202) 708-1425 www.hud.gov</p> <p>Online complaint form at http://portal.hud.gov/hudportal/HUD?src=/program_offices/fair_housing_equal_opp/online-complaint</p>
	<p>U.S. Department of Justice: The Housing and Civil Enforcement Section (Housing Section) works to protect the right to access housing free from discrimination based on your race, color, national origin, religion, sex, familial status, or disability. If you believe a housing provider is engaged in a pattern or practice of discrimination, or that the housing provider's actions raise an issue of general public importance, you may contact the Housing Section.</p>	<ul style="list-style-type: none"> • Title VIII of the Civil Rights Act of 1968, 42 U.S.C. § 3601 <i>et seq.</i> (Fair Housing Act) <i>See above for description.</i> 	<p>U.S. Department of Justice Civil Rights Division Housing and Civil Enforcement Section 950 Pennsylvania Avenue, NW Washington, DC 20530 (202) 514-4713 Fax: (202) 514-1116 fairhousing@usdoj.gov</p>

Public Accommodations	<p>U.S. Department of Justice: United States Attorney’s Offices can accept individual complaints of discrimination in public accommodations by public facilities.</p>	<ul style="list-style-type: none"> • Title III of the Civil Rights Act of 1964, 42 U.S.C. § 2000b, prohibits discrimination because of race, color, religion, or national origin in the use of any public facility or services which are owned, operated, or managed by or on behalf of any State or subdivision thereof, other than a public school or public college. 	<p>You may file suit in the U.S. district court or file an individual complaint with the nearest U.S. Attorney’s Office in your area.</p>
	<p>U.S. Department of Justice: The Housing and Civil Enforcement Section (Housing Section) works to protect the right to enjoy public accommodations (hotels, restaurants, and places of entertainment) free from discrimination based on your race, color, religion, or national origin. If you believe a provider of public accommodations is engaged in a pattern or practice of discrimination, you may contact the Housing Section.</p>	<ul style="list-style-type: none"> • Title II of the Civil Rights Act of 1964, 42 U.S.C. § 2000a, prohibits discrimination because of race, color, religion, or national origin in certain places of public accommodation, such as hotels, restaurants, and places of entertainment. Individuals can also file suit to enforce their rights under Title II. 	<p style="text-align: center;">U.S. Department of Justice Civil Rights Division Housing and Civil Enforcement Section 950 Pennsylvania Avenue, NW Washington, DC 20530 (202) 514-4713 Fax: (202) 514-1116 fairhousing@usdoj.gov</p>
Services, programs, and activities	<p>Multiple Agencies: Each federal department or agency that provides federal financial assistance to recipients is responsible for ensuring that its recipients do not discriminate based on race, color, or national origin.</p>	<ul style="list-style-type: none"> • Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d <i>et seq.</i> See <i>above for description.</i> 	<p style="text-align: center;">Complaints should be filed with the agency that provides the federal financial assistance. If in doubt, complaints may be filed with: U.S. Department of Justice Civil Rights Division Federal Coordination and Compliance 950 Pennsylvania Avenue, NW Washington, DC 20530 (202) 307-2222 Fax: (202) 307-0595 www.usdoj.gov</p>