

CIVIL RIGHTS ACT 1964

OFFICE OF
MANAGEMENT
AND BUDGET



Brief introduction of the act.

The Civil Rights Act of 1964 (Civil Rights Act) is a federal law that aimed to end segregation and discrimination in the United States to ensure equal treatment and opportunities for all individuals. It prohibits discrimination on the basis of race, color, national origin, sex (including pregnancy) and religion, in **employment, education and access to public facilities** and accommodations such as theaters, restaurants, hotels, among others.

WHO is the act applicable to?

This Act applies to:

- Employers with 15 or more employees
- Labor organizations
- Public accommodations (Ex. public places such as hotels, restaurants, and theaters)
- State and Local Governments
- Public institutions (Ex. public schools, universities, libraries)
- Any program or activity receiving financial assistance from a federal agency.

How is the act relevant for Governmental entities in Puerto Rico receiving federal funding?



Since Hurricane Irma and Maria, Puerto Rico has received an unprecedented influx of federal funding, resulting in numerous programs and activities financed by federal assistance. Entities receiving federal funds must comply with the Civil Rights Act by ensuring non-discrimination practices in their programs and activities.

Three ways to achieve these are:

- 1 Developing and issuing rules to proactively ensure internal proceedings and entity procedures comply with non-discrimination provisions.
- 2 Informing personnel and participants of their rights under the Civil Rights Act.
- 3 Complying with all document requirements, subpoenas and similar processes as may be required by the EEOC or any of the Act's watchful guardian (Ex. DOJ, ED), or by a court that has undertaken judicial review of a report.

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WHEN is the act applicable?

When an individual is discriminated against on the basis of race, color, national origin, sex (including pregnancy) and religion— in **employment, education, access to public facilities**, and in receiving the benefits of any program or activity that is funded with federal financial assistance.

HOW is the act applicable?

Primarily, there are **three entities involved** in the implementation and enforcement of the Civil Rights Act.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

Victims of discrimination may submit a complaint to the Equal Employment Opportunity Commission (EEOC), who serves as the watchdog of the Civil Rights Act. The EEOC investigates discrimination complaints, mediates disputes, and can file lawsuits on behalf of victims of discrimination.



US DEPARTMENT OF JUSTICE (DOJ)

Besides the EEOC, the US Department of Justice (DOJ) can file lawsuits against entities that violate the Civil Rights Act provisions, such as discriminatory public accommodations or educational institutions that fail to desegregate.



US DEPARTMENT OF EDUCATION (ED)

Lastly, the US Department of Education (ED) ensures that schools and educational programs receiving federal funds do not discriminate on the basis of race, color, or national origin. If there is a discrimination finding, the DE may withhold any federal funding received by the institution.

