

Equal Employment Opportunity Act Highlights

FEDERAL FUNDS SERVICES & RESOURCES PLANNING OFFICE (FSRPO)

OFICINA DE
GERENCIA Y
PRESUPUESTO



Name and Citation of Act or Bill: **Equal Employment Opportunity Act of 1972, 42 U.S.C. §§ 2000e to 2000e-17**

How is the bill or act implemented?

Brief introduction of the bill or act.

The Equal Employment Opportunity Act was created to strengthen and expand the enforcement powers of the Equal Employment Opportunity Commission (EEOC) to ensure an effective implementation of Title VII of the Civil Rights Act, which prohibits employment discrimination based on race, color, religion, sex, and national origin in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

An individual that faces employment discrimination may file a complaint to the EEOC. The EEOC may also initiate, on its own behalf, inquiries about discriminatory practices.

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

The Government of Puerto Rico is prohibited from engaging in employment discrimination based on race, color, religion, sex, and national origin in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

WHO is the bill or act applicable to?

- Private Employers: Businesses with 15 or more employees.
- Public Employers: Federal agencies and departments, state and local government employers.
- Educational Institutions: Public and private schools.
- Employment Agencies: Private and public agencies that provide job placement and refer candidates to employers.
- Training Programs
- Unions

WHEN is the bill or act applicable to?

The act applies when an individual is discriminated against in his/her employment based on race, color, religion, sex, and national origin in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Below are specific Act coverage areas that should guide covered entities in their decision-making regarding employment:

- **Hiring and Firing:** The Act prohibits discriminatory practices in hiring and termination.
- **Compensation and Benefits:** Employers must provide equal pay and benefits regardless of race, color, religion, sex, or national origin.
- **Promotion and Advancement:** Discriminatory practices in promotions, demotions, transfers, layoffs, and recall from layoffs are prohibited.
- **Training and Apprenticeships:** Access to training programs and apprenticeships must be provided on an equal basis.
- **Job Advertisements and Recruitment:** Employers and employment agencies cannot publish job advertisements or conduct recruitment in a discriminatory manner.