

14. Title VII Fair Employment Practices

Discrimination in hiring or any term or condition of employment on the basis of race, color, religion, sex or national origin is forbidden to employers by the Act; exclusion or segregation of membership or causing discrimination by an employer is forbidded to unions; refusal or referral for employment is forbidden to employment agencies.

18. Prohibited Employer Practices

Effective one year after enactment of the law, a employer is forbidden to discriminate on the basis of race, color, religion, sex or national origin in hiring and firing employees and in setting their compensation and the terms, conditions and privileges of their employment. The employer also may not segregate or classify employees in any way which might deprive any individual of employment opportunities or in any manner adversely affect his employee status.

19. Prohibited Practices of Employment Agencies

It is unlawful for an employment agency to act either affirmatively or negatively that is, either to refer or to refuse to refer job applicants-on the basis of race, color, religion, sex or national origin after July 1, 1965.

20. Prohibited Union Activities

A union may not exclude or expel individuals from membership on the basis of race, color, religion, sex or national origin. It may use none of these bases to limit or segregate membership or to refuse referrals to members. It may not attempt to get an employer to discriminate against any individual.

Unions acting alone or in concert with employers are also forbidden to discriminate in any training activities, including apprenticeship programs and on-the-job training.

21. General Prohibitions

No employer, employment agency or union may discriminate against any individual as a punishment for his protest against illegal practices or because he has made a charge, testified, or participated in some manner in an investigation or proceeding under the Act.

It is also illegal to order publication of any help wanted advertising indicating any preference or limitation based on race, color, religion, sex, or national origin, except in the case of those jobs, discussed in the next paragraph, in which religion, sex or national origin is an occupational qualification.

26. THE Commission's Compliance Program

A charge of discrimination may be brought before the Commission by the individual involved or by a member of the Commission who has reasonable cause to believe a violation has occurred. A charge must be filed within ninety days after the alleged violation.

The employer, employment agency or union charged with discrimination will be given, privately, a copy of the charge. Thereafter the Commission will make a confidential investigation; if it decides a violation has occurred, it will attempt to mediate the matter, informally and off the record.

31. Action by the Attorney General

Independently of the Commission, the Attorney General is also authorized to proceed against violators of the Act, but not on the basis of individual cases. If he has reasonable cause to believe that a practice or pattern of discrimination exists, he may bring a civil action in federal court requesting such relief-an injunction or restraining order-as he thinks appropriate.

1965

(Employment)

Equal Opportunity Commission
Washington, D. C.

Dear Sir:

I hereby swear that I have been discriminated against by:

Company Or Union

Address

City&State

because of my race. The facts of the discrimination are as follows:

Such discrimination is in violation of Title VII of the 1964 Civil Rights Act. I therefore urge you to make a prompt investigation of this matter.

Respectfully yours,

copies:Civil Rights Commission
Congress of Racial Equality

Sworn to and subscribed before me on this _____ day of _____, 1965.

Witnesses: