

STUDENT WORKSHEET #3 – The EEOC and Equality in the Workplace”

Name: _____

Instructions: Use the website www.eeoc.gov/youth// to complete the following activities.

Use the left side navigation pane to explore the following pages:

- **What is Employment Discrimination?**
- **Laws Enforced by the EEOC**

Use the information to answer these questions:

What does it mean to discriminate against someone? Where can it occur?

What is the EEOC?

The EEOC protects you from discrimination in the workplace only. It is against the law to discriminate in the workplace according to any of these:

1. Race
2. _____
3. _____
4. _____ (including _____)
5. _____
6. _____
7. _____ (_____ and older)
8. _____

In addition to Title VII of the Civil Rights Act of 1964, name one additional law enforced by the EEOC:

Use the left side navigation pane to explore the following page:

- **Your Rights**

Use the information to answer these questions:

The laws enforced by the EEOC provide five basic rights for job applicants and employees in the United States. You have the right to:

1. _____
2. _____

3. _____

4. _____

5. _____

Use the left side navigation pane to select each of the sub-headings under **Your Rights** and use the information to answer the questions:

- **Race/Color** – Does the law protect from harassment by co-workers too? _____
- **Religion** – What is a religious accommodation? Give an example:
- **Sex/Gender** – True or False: Only female employees are covered under these laws.
- **Pregnancy** – True or False: Pregnancy should be treated the same as any other temporary medical condition.
- **National Origin** – Click and read the example and FAQs. Is it illegal for someone to discriminate against or harass someone of his or her own ethnic group? _____
- **Disability** – Can a manager discuss an employee’s disability and medical concerns with everyone at a staff meeting? Why or why not?
- **Age** – What age employees are protected from unfair treatment by the EEOC? _____
- **Genetic Information** – What does the term “genetic information” include?
- **Equal Pay** – What types of pay are covered?
- **Harassment** – What is harassment?
- **Retaliation** – What is retaliation?

Use the left side navigation pane to explore the following pages:

- **Your Responsibilities**
- **As an Employee**
- **As a Manager**
- **Tips for Youth @ Work**

Use the information to answer these questions:

What is one thing you should NOT do at work?

What is one thing you SHOULD do at work?

Use the left side navigation pane to explore the following page:

- **Real EEOC Cases**

Pick one of the cases and read it. Then, write one thing you learned that you didn't know before:

Use the left side navigation pane to explore the following page:

- **Challenge Yourself!**

Click "Begin Challenge" and answer the challenge questions in order. For each, write your answer below before clicking, then CHECK if you got it correct.

Number	Your Answer	<input checked="" type="checkbox"/> if Correct	Number	Your Answer	<input checked="" type="checkbox"/> if Correct	Number	Your Answer	<input checked="" type="checkbox"/> if Correct
1			9			17		
2			10			18		
3			11			19		
4			12			20		
5			13			21		
6			14					
7			15					
8			16					

ANSWER KEY

Use the left side navigation pane to explore the following pages:

- **What is Employment Discrimination?**
- **Laws Enforced by the EEOC**

Use the information to answer these questions:

What does it mean to discriminate against someone? Where can it occur?

To treat someone differently, or less favorably, for some reason. Discrimination can occur while you are at school, at work, or in a public place, such as a mall or subway station.

What is the EEOC?

The U.S. Equal Employment Opportunity Commission. Responsible for protecting you from employment discrimination.

The EEOC protects you from discrimination in the workplace only. It is against the law to discriminate in the workplace according to any of these:

9. Race
10. Color
11. Religion
12. Sex (including pregnancy)
13. National Origin
14. Disability
15. Age (40 and older)
16. Genetic Information

In addition to Title VII of the Civil Rights Act of 1964, name one additional law enforced by the EEOC:

Answers will vary. The Pregnancy Discrimination Act. The Equal Pay Act of 1963. Title I of the Americans with Disabilities Act of 1990. Sections 501 & 502 of the Rehabilitation Act of 1967. The Age Discrimination Act of 1967. Title II of the Genetic Information Nondiscrimination Act of 2008.

Use the left side navigation pane to explore the following page:

- **Your Rights**

Use the information to answer these questions:

The laws enforced by the EEOC provide five basic rights for job applicants and employees in the United States. You have the right to:

1. Work Free of Discrimination
2. Work Free of Harassment

3. **Complain About Job Discrimination Without Punishment**
4. **Request Workplace Changes for Your Religion or Disability**
5. **Keep Your Medical Information Private**

Use the left side navigation pane to select each of the sub-headings under **Your Rights** and use the information to answer the questions:

- **Race/Color** – Does the law protect from harassment by co-workers too? **Yes**
- **Religion** – What is a religious accommodation? Give an example: **A reasonable change to the workplace because of your religious beliefs. An example would be being allowed to take your break at a certain time in order to pray.**
- **Sex/Gender** – True or **False**: Only female employees are covered under these laws.
- **Pregnancy** – **True** or False: Pregnancy should be treated the same as any other temporary medical condition.
- **National Origin** – Click and read the example and FAQs. Is it okay for someone to discriminate against or harass someone of his or her own ethnic group? **No**
- **Disability** – Can a manager discuss an employee’s disability and medical concerns with everyone at a staff meeting? Why or why not? **No. There are laws that require any medical information you share be kept private. There are only a few exceptions, for example your supervisor might need to know in order to make accommodations to the workplace.**
- **Age** – What age employees are protected from unfair treatment by the EEOC? **40 & up**
- **Genetic Information** – What does the term “genetic information” include? **Information about your genetic tests and the genetic tests of your family members. Also includes information about any disease, disorder, or conditions of your family members (your family medical history).**
- **Equal Pay** – What types of pay are covered? **Salary, overtime pay, bonuses, vacation and holiday pay, insurance, use of company vehicles, and benefits.**
- **Harassment** – What is harassment? **Verbal, physical or visual conduct that can occur on or off the work site. In order to be illegal harassment, it must be unwelcome and unwanted. It must also be severe and pervasive (frequent).**
- **Retaliation** – What is retaliation? **Being punished, treated differently, or harassed at work because you or a friend, parent, or someone else you closely associate with files a job discrimination complaint or report.**

Use the left side navigation pane to explore the following pages:

- **Your Responsibilities**
- **As an Employee**
- **As a Manager**
- **Tips for Youth @ Work**

Use the information to answer these questions:

What is one thing you should NOT do at work?

Answers will vary. Don't discriminate.

What is one thing you SHOULD do at work?

Answers will vary. Report discrimination you experience or observe.

Use the left side navigation pane to explore the following page:

- **Real EEOC Cases**

Pick one of the cases and read it. Then, write one thing you learned that you didn't know before:

Answers will vary. For example, the court can order a business to produce and air a television commercial in an attempt to "right" a wrong the company committed.

Use the left side navigation pane to explore the following page:

- **Challenge Yourself!**

Click "Begin Challenge" and answer the challenge questions in order. For each, write your answer below before clicking, then CHECK if you got it correct.

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2	A		10	A		18	B	
3	B		11	C		19	B	
4	D		12	C		20	C	
5	B		13	A		21	D	
6	A		14	D				
7	C		15	D				
8	D		16	D				