

EEO & Non-Discrimination Authorities

- **Age Discrimination in Employment Act** ([29 U.S.C. §§ 621, et seq.](#)) prohibits discrimination in employment against **individuals over age 40**.
(Note: Montana state law prohibits discrimination based on any age distinction).
- **Americans With Disabilities Act of 1990** ([42 U.S.C. §§ 12101, et seq.](#)) Titles II and III prohibit discrimination against individuals on the basis of **disability**.
- **Title VI of the Civil Rights Act of 1964** ([42 U.S.C. §§ 2000d, et seq.](#)) prohibits recipients of federal funds from discriminating on the basis of **race, color, or national origin**.
- **Equal Pay Act of 1963** ([29 U.S.C. § 206\(d\)](#)) prohibits **sex-based wage discrimination between men and women** in the same establishment who perform jobs that require substantially equal skill, effort, and responsibility under similar working conditions.
- **Lilly Ledbetter Fair Pay Act of 2009** ([Public Law No. 111-2, 123 Stat. 5 \(2009\)](#)) clarifies that the laws against **pay discrimination** apply to every paycheck or other compensation a worker receives.
- **Family Medical Leave Act** ([29 U.S.C. §§ 2601, et seq.](#)) requires affirmative duties to **provide medical leave to employees**.
- **Uniformed Services Employment and Reemployment Rights Act of 1994** ([38 U.S.C. §§ 4301, et seq.](#)) protects the **employment and reemployment rights of members of the United States military forces**.
- **Rehabilitation Act of 1973** ([29 U.S.C. §§ 701, et seq.](#)) requires federal contractors to take affirmative action to employ and promote qualified **disabled persons** (Section 503) and prohibits discrimination against disabled persons in any program or activity receiving federal financial assistance (Section 504).
- **Vietnam Era Veterans' Readjustment Assistance Act of 1974** ([38 U.S.C. § 4212](#)) requires employers to take affirmative action to employ and advance **disabled veterans and qualified veterans of the Vietnam era**.
- **Sections 162 and 301(g) of the Federal-Aid Highway Act of 1973** ([Public Law No. 93-87, 87 Stat. 250 \(1973\)](#)) prohibits discrimination on the basis of **sex**. Also provides funds to States to provide mass transit services to meet the special needs of the **elderly** and the **handicapped**.
- **Section 504 of the Rehabilitation Act of 1973** ([29 U.S. Code § 794 et seq., as amended](#)) prohibits discrimination on the basis of **disability**.
- **Montana Human Rights Act** ([Mont. Code Ann. §§ 49-2-301, et seq.](#)) prohibits discrimination based on **race, creed, religion, color, or national origin or because of age, physical or mental disability, marital status, pregnancy, or sex, political ideas, vaccination status**.
- **Governmental Code of Fair Practices** ([Mont. Code Ann. §§ 49-3-201, et seq.](#)) prohibits governmental agencies from discriminating based on **race, creed, color, sex, disability, age, marital status, familial status, national origin, and political beliefs and ideas**.
- **Wrongful Discharge From Employment Act** ([Mont. Code Ann. §§ 39-2-901, et seq.](#)) prohibits discharge from employment without **"good cause."**
- **Montana Maternity Leave Act** ([Mont. Code Ann. §§ 49-2-310, 311](#)) prohibits discrimination based on **pregnancy** and requires employers to provide a reasonable leave of absence for pregnancy.
- **Montana Military Service Employment Rights Act of 2005** ([Mont. Code Ann. §§ 10-1-1001, et seq.](#)) protects employment rights of **Montana National Guard** members and members of the **United States military**.
- **Veterans' Preference in Employment** ([Mont. Code Ann. §§ 39-29-101, et seq.](#)) provides that a public employer must give a preference in employment to a **disabled veteran, eligible relative, or veteran**, in that order, over any nonpreferred applicant holding substantially equal qualifications.
- **Montana Code Annotated § 39-2-215** requires public employers to provide a **private place and reasonable breaks to allow women to breastfeed or express milk** and prohibits discrimination against them for such activity.
- **Montana Code Annotated § 49-4-101** prohibits discrimination in employment based upon **Disability**.