

Employment Legislation

Age Discrimination in Employment Act (ADEA)

- Provide the date (year) it was passed (original and revisions if applicable)
- Summarize the Act's main purpose
- List the agency that enforces this Act
- Give examples of the types of discriminations it protects against
- Explain how you file a charge when you feel you have been discriminated against
- Explain what happens after a charge is filed
- Provide at least one other important piece of information you found
- List at least 4 resources for this information (two must be .gov or .org sites)

Americans with Disabilities Act (ADA)

- Provide the date (year) it was passed (original and revisions if applicable)
- Summarize the Act's main purpose
- List the agency that enforces this Act
- Give examples of the types of discriminations it protects against
- Explain how you file a charge when you feel you have been discriminated against
- Explain what happens after a charge is filed
- Provide at least one other important piece of information you found
- List at least 4 resources for this information (two must be .gov or .org sites)

Family and Medical Leave Act (FMLA)

- Provide the date (year) it was passed (original and revisions if applicable)
- Summarize the Act's main purpose
- List the agency that enforces this Act
- Explain covered employers and eligible employees under this Act
- Give examples of the types of discriminations it protects against
- Explain how you file a complaint
- Explain what happens after a complaint is filed
- Provide at least one other important piece of information you found
- List at least 4 resources for this information (two must be .gov or .org sites)

Employment Law Presentation Activity

Research

1. Discuss your topic and divide up your research responsibilities.
2. Conduct your research.
3. Return to your group and organize your research.

Presentation

1. Format your research appropriately.
2. Check your spelling and grammar.
3. Find graphics that will coordinate with your topic.
4. Create a presentation that explains your topic.
 - a. Font (size and type) should be readable.
 - b. Format your presentation neatly.
 - c. Add graphics that emphasize your information.

TOPICS:

Age Discrimination in Employment Act (ADEA)
Americans with Disabilities Act (ADA)
Family and Medical Leave Act (FMLA)

Employment Law Presentation Grade					
	1	2	3	4	Total
Required Elements	Three or more research elements missing	Two research elements missing	One research element missing	All research elements presented	
Content	It is evident the group did not research the topic.	It is evident the group did not research the topic thoroughly.	It is evident the group used a variety of resources to explain the topic in an acceptable manner.	It is evident the group used a variety of resources to explain the topic thoroughly.	
Mechanics	The presentation had six or more misspellings and/or grammatical errors.	The presentation had four to five misspellings and/or grammatical errors.	The presentation had no more than two to three misspellings and/or grammatical errors.	The presentation had one to two misspellings or grammatical errors.	
Design and Layout	The presentation layout was unorganized. There were only a few design elements that added to the presentation.	The presentation layout was not very consistent and most the elements were distracting (text was too small, graphics were too big, titles did not stand out, etc.).	The presentation layout was consistent, but some of the elements were distracting (text was too small, graphics were too big, titles did not stand out, etc.).	The presentation layout was excellent and none of the elements were distracting. All of the text, graphics, and titles were attractive.	
				Total Points:	

Score Conversion:	16 = 100	12 = 75	8 = 50
	15 = 93	11 = 69	7 = 44
	14 = 87	10 = 63	6 = 37
	13 = 81	9 = 56	5 = 41

Discrimination Research



BY: STEPHANIE COLSTON

Age Discrimination in Employment Act (ADEA)-1967

This act protects employees, young and old, from discrimination based on age in hiring, promotion, discharge, pay, and etc. This is enforced by Equal Employment Opportunity Commission. An example is if an older person does not get the same pay as a younger person yet has the same or better work ability. You must file complaints to EEOC within 180 days of discrimination and your case will be reviewed. Something important to know is you are entitled to equal pay regardless of age, so don't be afraid to speak up. You can find more info on these websites...

<https://www.eeoc.gov/laws/statutes/adea.cfm>

<https://www.dol.gov/general/topic/discrimination/agedisc>

<https://www.aarp.org/work/employee-rights/info-02-2009/age-discrimination-fact-sheet.html>

<https://www.llsdc.org/assets/sourcebook/crs-rl34652.pdf>



Americans with Disabilities Act (ADA)- 1990

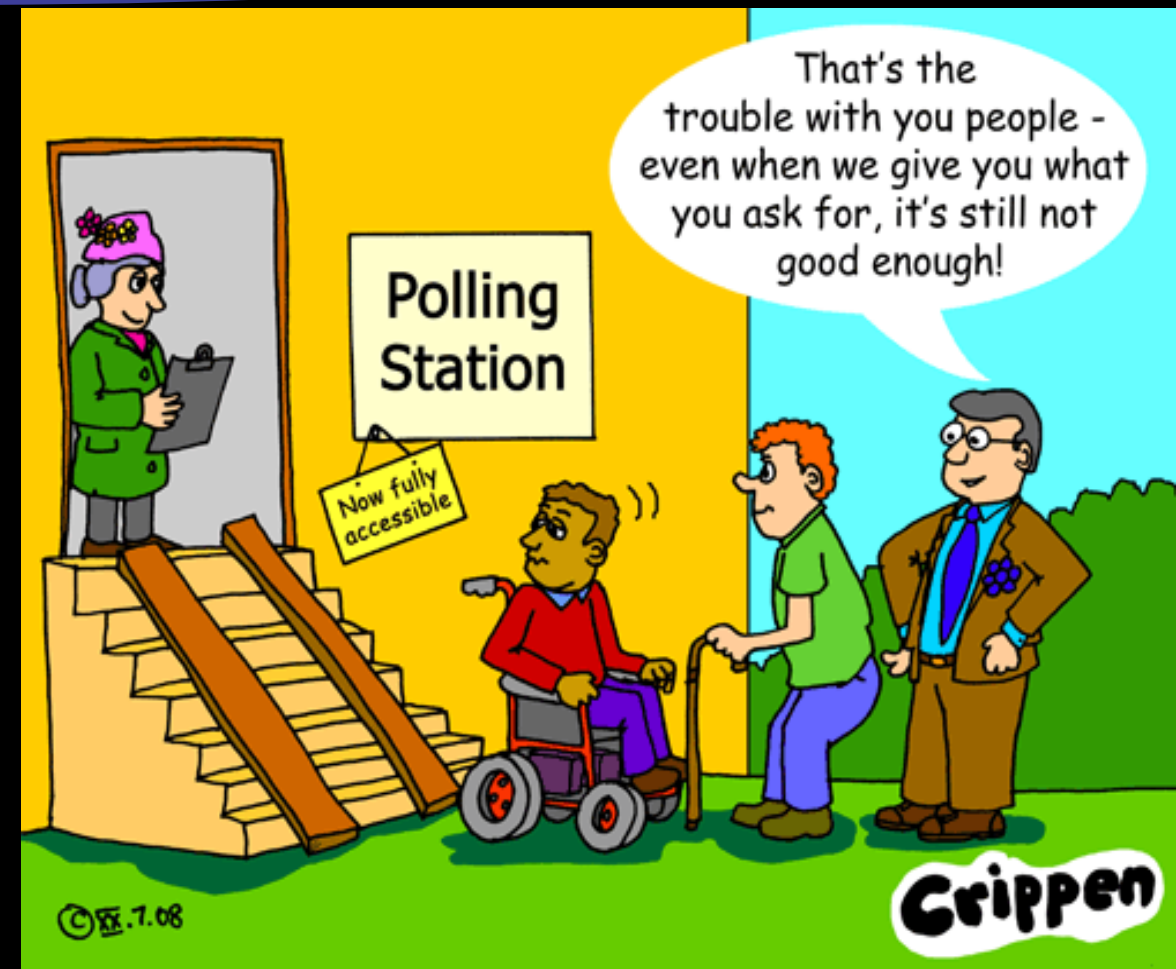
This law prohibits discrimination against people with disabilities in places such as jobs, schools, transportation, and anywhere open to the public. It is enforced by EEOC. An example is if someone is in a wheelchair and can perform the task but the building has no ramp or assistance, the employer must make accommodations. If you feel discriminated against, file charges with DRS and they will review your case and enforce the employer to adjust the business to be accessible by you.” a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment.”

Some websites are... <https://www.ada.gov/>

<https://adata.org>

<https://www.dol.gov/>

<https://www.eeoc.gov>



Family and Medical Leave Act (FMLA)-1993

▶ This law guarantees employees, with valid qualifications, up to 12 workweeks of unpaid leave each year with no threat of job loss. This also requires employers covered by the law maintain the health benefits for eligible workers just as if they were working. DOL Enforces FMLA. People who are covered by this are people who have a very serious injury, are pregnant, or etc. To file a complaint, you contact department of labor and they approve your case. Private **employers** with fewer than 50 employees are not **covered** by the **FMLA** but **big companies are covered like Walmart. An important fact is this is required in most businesses because of employers needing to be covered by insurance**

▶ **Some websites you can find more about are**

▶ <https://www.dol.gov>

▶ <https://www.opm.gov/>

▶ <https://www.healthcare.gov/>

▶ <https://portal.ct.gov>

