



U.S. DEPARTMENT OF JUSTICE
 CIVIL RIGHTS DIVISION

Attachment to Public Guidance on Protecting Civil Rights While Responding to the Ebola Virus:
Reference Guide on Legal Protections Against Discrimination [Last revised February 9, 2015]

A number of federal agencies enforce federal laws that prohibit discrimination on a variety of bases, including one’s actual or perceived race, color, national origin, or disability status. Although this reference guide does not cover every federal civil rights protection, it is intended to highlight: (i) certain laws that are most likely to apply in the context of Ebola-related discrimination; and (ii) the federal agencies that enforce those laws.

Enforcement Area	Agency	Overview of the Law	Where to File a Complaint
<p>Disability</p>	<p>U.S. Department of Justice: The Civil Rights Division shares enforcement authority with many other federal agencies in preventing discrimination based on a person’s disability in all the operations of public entities, including all state and local governments. Under the ADA and Section 504 of the Rehabilitation Act, a person has a “disability” if he/she (a) has a physical or mental impairment that substantially limits a major life activity; (b) has a record of such an impairment; or (c) is “regarded as” having a disability.</p>	<ul style="list-style-type: none"> • Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 701 <i>et seq.</i>, prohibits discrimination against persons solely on the basis of disability by recipients of federal financial assistance and prohibits discrimination in all federally conducted programs. • Titles II and III of the Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 <i>et seq.</i>, prohibit discrimination in all the programs, services, and activities of public entities including discrimination in public schools (Title II), and in public accommodations that provide goods or 	<p>U.S. Department of Justice Civil Rights Division Disability Rights Section – NYA 950 Pennsylvania Avenue, NW Washington, DC 20533</p> <p>VOICE: 202-307-0663 FAX: 202-307-1197 WEBSITE: www.ADA.gov</p> <p>To talk with an ADA Specialist: VOICE: 800-514-0301 TTY: 800-514-0383</p>

<p style="text-align: center;">Disability (Continued)</p>	<p>The ADA and Section 504 also prohibit “association discrimination,” or discrimination against an individual because of that individual’s association with or relation to a person with a disability. Retaliation on the basis of disability also is prohibited.</p> <p>The Disability Rights Section of the Civil Rights Division works to protect the right to access public accommodations (e.g., hotels, restaurants, and places of entertainment that are run by private entities) for persons with disabilities.</p> <p>Multiple Agencies: Many federal departments and agencies, including but not limited to those listed throughout this reference guide, enforce federal laws that prohibit discrimination on the basis of disability. Please refer to the specific category of discrimination, listed below, for a non-exhaustive list of agencies that enforce those laws.</p>	<p>services to the public, including discrimination by most private schools, colleges, and universities (Title III).</p>	<p>Complaints should be filed with the agency that provides the federal financial assistance. If in doubt, complaints may be filed with:</p> <p style="text-align: center;">U.S. Department of Justice Civil Rights Division Federal Coordination and Compliance Section 950 Pennsylvania Avenue, NW Washington, DC 20530</p> <p style="text-align: center;">VOICE: 202-307-2222 FAX: 202-307-0595 WEBSITE: www.usdoj.gov</p>
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<p style="text-align: center;">Education</p>	<p>U.S. Department of Education: The Office for Civil Rights (OCR) enforces federal laws that prohibit discrimination, including bullying and harassment, on the basis of race, color, national origin, and disability, among others, by recipients of financial assistance from the Department of Education. Retaliation also is prohibited.</p> <p>The U.S. Department of Education provides grants of financial assistance to every public school district, virtually every public and private college and university, as well certain other entities, including vocational rehabilitation programs.</p> <p>OCR also enforces the ADA in the education context against public entities, including public elementary, secondary, and post-secondary schools, regardless of whether they receive federal financial assistance.</p> <p>For more information about discrimination related to the Ebola virus, please visit: http://www.ed.gov/ocr/docs/ocr-factsheet-ebola-201412.pdf.</p>	<ul style="list-style-type: none"> • Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d <i>et seq.</i>, prohibits discrimination, including bullying and harassment, based on race, color, or national origin (including limited English proficiency) by recipients of federal financial assistance. • Section 504 of the Rehabilitation Act, 29 U.S.C. § 701 <i>et seq.</i> <i>See above for description.</i> 	<p>U.S. Department of Education Office for Civil Rights 400 Maryland Avenue, SW Washington, DC 20202-1100</p> <p>VOICE: 800-421-3481 TDD: 800-877-8339 FAX: 202-453-6012 EMAIL: ocr@ed.gov WEBSITE: www.ed.gov/ocr</p> <p>Online complaint form at http://www.ed.gov/ocr/complaintintro.html</p>
<p style="text-align: center;">Education (Continued)</p>	<p>U.S. Department of Justice: The Educational Opportunities Section of the Civil Rights Division enforces federal laws that prohibit discrimination, including bullying and harassment, on the basis of race, color, and national origin, among others, by public schools, colleges, and universities and by all schools and other recipients of financial</p>	<ul style="list-style-type: none"> • Title IV of the Civil Rights Act of 1964, 42 U.S.C. § 2000c-6, prohibits discrimination, including bullying and harassment, on the basis of race, color, religion, sex, or national origin by public schools, colleges, and universities. • Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d <i>et seq.</i> <i>See above for description.</i> 	<p>U.S. Department of Justice Civil Rights Division Educational Opportunities Section - PHB 950 Pennsylvania Avenue, NW Washington, DC 20530</p> <p>VOICE: 202-514-4092 VOICE: 877-292-3804</p>

<p style="text-align: center;">Education (Continued)</p>	<p>assistance from the Department of Justice. Retaliation also is prohibited.</p> <p>The Educational Opportunities Section and the Disability Rights Section together enforce federal laws to ensure equal opportunity and prevent discrimination based on a person's disability by recipients of financial assistance from the Department of Justice, as well as all public schools, colleges, and universities and most private schools, colleges, and universities, regardless of whether they receive federal financial assistance.</p>	<ul style="list-style-type: none"> • Equal Educational Opportunities Act of 1974, 20 U.S.C. § 1701 <u>et seq.</u>, prohibits, among other things, the denial of equal educational opportunities by state and local educational agencies through deliberate segregation on the basis of race, color, or national origin among or within schools. 	<p>EMAIL: education@usdoj.gov WEBSITE: www.usdoj.gov</p>
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<p style="text-align: center;">Employment</p>	<p>Equal Employment Opportunity Commission (EEOC): The EEOC protects employees and job applicants from discrimination in employment on the basis of race, color, national origin, or disability, among others. Retaliation also is prohibited.</p> <p>Discrimination by employers with <u>15 or more employees</u> is prohibited in all aspects of the hiring and employment process: job application, hiring, firing, promoting, training, wage earning, or any other terms, privileges, or conditions of employment provided or imposed by the employer.</p> <p>For more information about discrimination on the basis of disability in the employment context, please visit: http://www.eeoc.gov/laws/types/disability.cfm.</p>	<ul style="list-style-type: none"> • Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. • Title I of the ADA makes it illegal to discriminate against a qualified person with a disability in the private sector and in state and local governments. The law makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless doing so would impose an undue hardship on the operation of the employer's business. • Sections 501 and 505 of the Rehabilitation Act of 1973 prohibit discrimination against a qualified person with a disability in the federal government on the same basis as Title I of the ADA. 	<p>Equal Employment Opportunity Commission 131 M. Street, NE Washington, DC 20507</p> <p>To file charges or reach a field office: VOICE: 800-669-4000</p> <p>Information and publication center: VOICE: 800-669-3362 VOICE: 202-663-4900 TTY: 202-663-4494 TTY: 800-800-3302 WEBSITE: www.eeoc.gov</p>
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<p>Employment (Continued)</p>	<p>U.S. Department of Labor: The Office of Federal Contract Compliance Programs enforces federal laws prohibiting discrimination on the basis of race, color, and national origin, among others, by companies that hold contracts or subcontracts with the federal government and by firms working on construction projects that receive federal funds.</p> <p>U.S. Department of Labor: The Civil Rights Center’s Office of External Enforcement assesses, investigates and/or adjudicates complaints alleging discrimination and/or violations of equal opportunity requirements by all recipients of financial assistance, including under Title I of WIA and One-Stop partners listed in WIA Section 121(b).</p>	<ul style="list-style-type: none"> • Executive Order 11246 prohibits qualifying government contractors and subcontractors from discriminating in employment decisions on the basis of race, color, national origin, sex, sexual orientation, gender identity, or religion. Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d <i>et seq.</i> <i>See above for description.</i> • Section 504 of the Rehabilitation Act, 29 U.S.C. § 701 <i>et seq.</i> <i>See above for description.</i> • Section 188 of the Workforce Investment Act of 1998 (WIA), 42 U.S.C. § 5309, prohibits discrimination by qualifying grant recipients in WIA Title I financially-assisted programs and activities, and programs that are part of the One-Stop system, on the basis of race, color, sex, religion, national origin, and disability. 	<p>U.S. Department of Labor Employment Standards Administration Office of Federal Contract Compliance Programs 200 Constitution Avenue, NW, Room C3310 Washington, DC 20210</p> <p>VOICE: 866-4-USA-DOL FAX: 877-889-5627 WEBSITE: www.dol.gov</p> <p>U.S. Department of Labor Director - Civil Rights Center Office of External Enforcement 200 Constitution Avenue, NW Room N4123 Washington, DC 20210</p> <p>VOICE: FAX: 202-693-6505 EMAIL: CRCEXternalComplaints@dol.gov</p>
<p>Employment (Continued)</p>	<p>U.S. Department of Justice: The Employment Litigation Section of the Civil Rights Division enforces federal laws that prohibit state and local government employers from discriminating on the grounds of race, color, and national origin, among others. The Employment Litigation Section accepts complaints regarding a pattern or practice of discrimination in public employment; individual claims of discrimination should be</p>	<ul style="list-style-type: none"> • Immigration and Nationality Act (INA), 8 U.S.C. § 1324b, prohibits employers from treating individuals differently because of their place of birth, country of origin, ancestry, native language, accent, because they are perceived as looking or sounding “foreign,” or based on their particular immigration or citizenship status. • Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e. <i>See above for description.</i> 	<p>U.S. Department of Justice Civil Rights Division Employment Litigation Section - PHB 950 Pennsylvania Avenue, NW Washington, DC 20530</p> <p>VOICE: 202-514-3831 TTY: 202-514-6780 FAX: 202-514-1005 FAX 2: 202-514-1105</p>

<p>Employment (Continued)</p>	<p>filed with the EEOC (<i>see above for description</i>).</p> <p>U.S. Department of Justice: The Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC) of the Civil Rights Division receives <u>charges</u> and investigates national origin discrimination with respect to hiring, firing, and recruitment or referral for a fee, by employers with <u>more than three and fewer than 15 employees</u>. OSC also receives charges and investigates citizenship status discrimination with respect to hiring, firing, and recruitment or referral for a fee, by employers with <u>more than three employees</u>.</p>		<p>U.S. Department of Justice Civil Rights Division Office of Special Counsel - NYA 9000 950 Pennsylvania Avenue, N.W. Washington, DC 20530</p> <p>Worker Hotline: VOICE: 800-255-7688 TTY: 800-237-2515</p> <p>Employer Hotline: VOICE: 800-255-8155 TTY: 800-237-2515</p> <p>EMAIL: oscrcr@usdoj.gov</p>
<p>Employment (Continued)</p>	<p>Multiple Agencies: Each federal department or agency that provides federal financial assistance to recipients is responsible for ensuring that its recipients do not discriminate against persons with disabilities in employment, regardless of the size of the employer. When the employer is subject to EEOC's authority (employers with <u>15 or more employees</u>), most federal agencies will refer complaints received to EEOC.</p> <p>Various agencies within the federal government also enforce Title II of the ADA, which prohibits employment discrimination, including by employers with <u>less than 15 employees</u>.</p>	<ul style="list-style-type: none"> • Section 504 of the Rehabilitation Act, 29 U.S.C. § 701 <i>et seq.</i> <i>See above for description.</i> • Title II of the ADA, 42 U.S.C. § 12101 <i>et seq.</i> <i>See above for description.</i> 	<p>Complaints should be filed with the agency that provides the federal financial assistance. If in doubt, complaints may be filed with:</p> <p>U.S. Department of Justice Civil Rights Division Federal Coordination and Compliance Section 950 Pennsylvania Avenue, NW Washington, DC 20530</p> <p>VOICE: 202-307-2222 FAX: 202-307-0595 WEBSITE: www.usdoj.gov</p>

<p style="text-align: center;">Housing</p>	<p>U.S. Department of Housing and Urban Development (HUD): Federal law prohibits housing discrimination based on race, color, national origin, or disability, among others. The Office of Fair Housing and Equal Opportunity administers and enforces federal laws and establishes policies that ensure all Americans have equal access to the housing of their choice. Individual complaints of discrimination may be reported to HUD.</p>	<ul style="list-style-type: none"> • Title VIII of the Civil Rights Act of 1968, 42 U.S.C. § 3601 <i>et seq.</i> (Fair Housing Act), as amended, prohibits discrimination in the sale, rental, and financing of dwellings, and in other housing-related transactions, based on race, color, national origin, religion, sex, familial status, and disability. • Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d <i>et seq.</i> <i>See above for description.</i> • Section 504 of the Rehabilitation Act, 29 U.S.C. § 701 <i>et seq.</i>, and Title II of the ADA, 42 U.S.C. § 12101 <i>et seq.</i> <i>See above for descriptions.</i> • Section 109 of Title I of the Housing and Community Development Act of 1974, 42 U.S.C. § 5309, prohibits discrimination on the basis of race, color, national origin, sex, or religion in programs and activities receiving financial assistance from HUD's Community Development and Block Grant Program. 	<p>U.S. Department of Housing and Urban Development Office of Fair Housing and Equal Opportunity 451 Seventh Street, SW, Room 5204 Washington, DC 20410-2000</p> <p>VOICE: 202-619-8041</p> <p>Hotline:</p> <p>VOICE: 800-669-9777 VOICE: 202-708-0836 TTY: 800-927-9275 FAX: 202-708-1425 WEBSITE: www.hud.gov</p> <p>Online complaint form at http://portal.hud.gov/hudportal/HUD?src=/program_offices/fair_housing_equal_opp/online-complaint</p>
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<p style="text-align: center;">Housing (continued)</p>	<p>U.S. Department of Justice: The Housing and Civil Enforcement Section of the Civil Rights Division enforces the right to access housing free from discrimination based on race, color, national origin, or disability, among others. It accepts complaints that a housing provider is engaged in a pattern or practice of discrimination, or that the housing provider's actions raise an issue of general public importance.</p>	<ul style="list-style-type: none"> • Title VIII of the Civil Rights Act of 1968, 42 U.S.C. § 3601 <i>et seq.</i> (Fair Housing Act). <i>See above for description.</i> 	<p>U.S. Department of Justice Civil Rights Division Housing and Civil Enforcement Section 950 Pennsylvania Avenue, NW Washington, DC 20530</p> <p>VOICE: 202-514-4713 FAX: 202-514-1116 EMAIL: fairhousing@usdoj.gov</p>
<p style="text-align: center;">Facilities and Services Open to the Public</p>	<p>U.S. Department of Justice: United States Attorney's Offices accept complaints about individual instances of discrimination in the use of any public facility or services which are owned, operated, or managed by or on behalf of any State or subdivision of a State.</p>	<ul style="list-style-type: none"> • Title III of the Civil Rights Act of 1964, 42 U.S.C. § 2000b, prohibits discrimination based on race, color, religion, or national origin in the use of any public facility or services which are owned, operated, or managed by or on behalf of any State or subdivision thereof, other than a public school or public college or university. 	<p>Individual complaints can be filed in the appropriate U.S. district court or with the nearest U.S. Attorney's Office in your area.</p>

<p align="center">Facilities and Services Open to the Public</p>	<p>U.S. Department of Justice: The Housing and Civil Enforcement Section of the Civil Rights Division works to protect the right to enjoy public accommodations (hotels, restaurants, and places of entertainment that are run by private entities) free from discrimination based on race, color, or national origin, among others. The Section accepts complaints that a provider of public accommodations is engaged in a pattern or practice of discrimination.</p>	<ul style="list-style-type: none"> • Title II of the Civil Rights Act of 1964, 42 U.S.C. § 2000a, prohibits discrimination because of race, color, religion, or national origin in certain places of public accommodation, such as hotels, restaurants, and places of entertainment. Individuals can also file suit to enforce their rights under Title II. 	<p align="center">U.S. Department of Justice Civil Rights Division Housing and Civil Enforcement Section 950 Pennsylvania Avenue, NW Washington, DC 20530</p> <p align="center">VOICE: 202-514-4713 FAX: 202-514-1116 E-MAIL: fairhousing@usdoj.gov</p>
<p align="center">All Other Services, Programs, and Activities provided by Recipients of Federal Funds</p>	<p>Multiple Agencies: Each federal department or agency that provides federal financial assistance is responsible for ensuring that its recipients do not discriminate based on race, color, national origin (including limited English proficiency), disability, and other bases, as applicable.</p>	<ul style="list-style-type: none"> • Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d <i>et seq.</i> <i>See above for description.</i> • Section 504 of the Rehabilitation Act, 29 U.S.C. § 701 <i>et seq.</i> <i>See above for description.</i> 	<p>Complaints should be filed with the agency that provides the federal financial assistance. If in doubt, complaints may be filed with:</p> <p align="center">U.S. Department of Justice Civil Rights Division Federal Coordination and Compliance Section 950 Pennsylvania Avenue, NW Washington, DC 20530</p> <p align="center">VOICE: 202-307-2222 FAX: 202-307-0595 WEBSITE: www.usdoj.gov</p>

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