

New Job Law Gives Employee Wide Protection

(Following is the final installment of a simplified explanation of the new Federal Equal Employment Opportunity Law as set forth in Title VII of the Civil Rights Act of 1964. Previous installments explained what the law means to Employers, Employment Agencies and Labor Unions. In this week's finale, the law's application to Employees and to the various States of the Union is discussed. This presentation will serve as a preface to Workshop Reports on the recent White House Conference on Equal Employment Opportunity, at which Nevada was represented by State Equal Rights Commission Chairman William (Bob) Bailey and VOICE Publisher Dr. Charles I. West of Las Vegas, and Assistant Attorney General Daniel Walsh of Carson City.)

WHAT IT MEANS TO EMPLOYEES

The purpose of Title VII is to protect employees against any discrimination involving the employment relationship that is based on race, color, religion, sex, or national origin. The protection extends far beyond the mere act of hiring. Subject to the exceptions already noted above, employees and applicants for employment are protected against the following where the action is based on race, color, religion, sex, or national origin:

- A refusal by an employer to hire or a refusal by an employment agency or labor union to refer for employment.
- Discrimination with respect to compensation, terms, conditions, or privileges of employment.
- Limitation, segregation, or classification by an employer in such a way as to deprive or tend to deprive them of employment opportunities or otherwise adversely to affect their status as employees.
- Discrimination by employers, labor unions, or joint labor-management committees in admission to or employment in apprenticeship, training, or retraining programs.
- Discriminatory classifications or referrals by employment agencies.
- Exclusion or expulsion from membership or other discriminatory treatment by a labor union.

- Limitation, segregation, classification of membership, or classification or failure or refusal to refer for jobs by a labor union in any way that would deprive or tend to deprive them of employment opportunities, limit their employment opportunities, or otherwise adversely affect their status as employees or applicants for employment.

Enforcement of Rights

The procedure that an aggrieved employee or job applicant may invoke for the protection of his rights under Title VII varies, depending on whether the state in which the alleged violation occurred has a fair employment practice statute of its own.

If the state has no such law, the enforcement procedure is detailed but fairly simple. Here is how it will operate:

- The aggrieved individual files an unlawful-employment-practice charge with the Equal Employment Opportunity Commission. The charge must be in writing and under oath. A member of the Commission who has reasonable cause to believe a violation has occurred also may file a charge—in writing. The charge, in both cases, must be filed within 90 days after the alleged unlawful practice occurred.
- The Commission furnishes the accused employer, employment agency, or labor union with a copy of the charge, but it may not make the charge public.
- The Commission then will investigate the charge. If it determines that there is reasonable cause to believe that the charge is true, it will try to eliminate the alleged unlawful employment practice by informal methods of conference, conciliation, and persuasion. Nothing said or done in this stage may be made public without the written consent of the parties or used as evidence in a subsequent proceeding.
- If the Commission is unable to obtain voluntary compliance within 30 days after the charge is filed (the Commission may extend this to 60 days if it determines that further efforts are warranted), it then so notifies the aggrieved.

(See EQUAL JOB LAW, page 16)

Flunks Tryout



TOO LUMPY--Sugar Hill bar manager Red Williams tries to impress "The Princess" (left) and "Lady Dianne," two of "Sugar Lumps" appearing nightly at popular Vegas Heights discotheque den, with his cancing talents in effort to join their act but gals decided he was too "lumpy" for a genuine "Sugar Lump."

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