



Bases for Discrimination

RACE: An employer may not discriminate against employees or applicants on the basis of his or her race or any physical characteristics associated with race.

COLOR: It is unlawful to discriminate against any individual because of the color (lightness or darkness) of his or her skin

SEX/GENDER: It is unlawful to discriminate against an individual because of his or her sex or gender. Includes the following types of sex-related discrimination:

SEXUAL HARASSMENT includes any unwanted advances, requests for sexual favors and other sex-related verbal, non-verbal or physical behavior. It occurs when tolerating the behavior becomes a condition of employment or affects/influences decisions about a person's job, pay or career

GENDER-BASED WAGE DISCRIMINATION occurs when a person's pay and/or their associated benefits are based upon or otherwise negatively impacted because of their gender

PREGNANCY DISCRIMINATION occurs when the terms, benefits or conditions of a woman's job, pay or career are based solely upon the fact that she has become pregnant, or experiences a medical condition associated with her pregnancy

SEXUAL STEREOTYPING occurs when employment decisions are made based upon one or more preconceptions about attributes or characteristics that are or should be possessed by men and women or roles that should be performed by men and women, based upon their gender



Bases for Discrimination

NATIONAL ORIGIN: It is illegal to discriminate against an individual because of his or her birthplace, ancestry, culture, facial features or linguistic characteristics common to a specific ethnic group

AGE: The Age Discrimination in Employment Act (ADEA) broadly bans discrimination on the basis of age. An individual filing a complaint of age discrimination **must be at least 40 years of age**. Age limitations may only be specified in rare instances where age has proven to be a bona-fide occupational qualification.

DISABILITY: The Rehabilitation Act of 1973 prohibits discrimination against an employee on the basis of a physical or mental disability. An individual with a disability is defined as a person (1) with a physical or mental impairment, which substantially limits one or more major life activities, (2) who has a record of such impairment, and/or (3) is regarded as having such an impairment

Major life activities are defined as activities that an average person can perform with little or no difficulty such as walking, breathing, seeing, hearing, speaking, learning, and working

A ***qualified employee (or applicant for employment) with a disability*** is one who satisfies skill, experience, education, and other job-related requirements of the position held or desired, and who, either with or without reasonable accommodation, can perform the essential functions of that position

A ***reasonable accommodation*** is an adjustment to working conditions that allows a person with a disability to apply for a job and successfully perform the essential functions of the job



U. S. ARMY GARRISON DAEGU EEO OFFICE



Bases for Discrimination

RELIGION: It is illegal to discriminate against an individual because of his or her sincerely held religious beliefs, whether held with respect to a particular religion or sect, or because the individual expresses no beliefs at all. An employer is required to reasonably accommodate the sincerely-held religious beliefs of an employee or prospective employee, unless doing so would impose an undue hardship on the Agency

GENETIC INFORMATION: The Genetic Information Nondiscrimination Act (GINA) of 2008 makes it illegal to discriminate against employees or applicants because of their genetic information. Title II of GINA prohibits the use of genetic information in making employment decisions, restricts employers from requesting, requiring or purchasing genetic information, and strictly limits the disclosure of genetic information. GINA forbids discrimination in any aspect of employment, including hiring, termination, pay, job assignments, promotions, layoffs, training, fringe benefits or any other term or condition of employment

REPRISAL: An employer cannot take retaliatory actions against a person who has participated in protected EEO activity. These activities include persons who have filed a complaint of discrimination, acted as a witness in an EEO complaint, or works/has worked in the EEO field

NOTE: Applicants, employees, and former employees of USAG Daegu both Appropriated Fund (AF) and Non-Appropriated Fund (NAF) should contact the USAG Daegu EEO office if they feel their employment rights have been violated as a result of discrimination on the basis of one or more of the following protected categories: race, skin color, sex or gender, national origin, age, religious belief or non-belief, physical or mental disability, genetic information, and/or reprisal for previously participating in an EEO activity