RESEARCH IN EMPLOYMENT DISCRIMINATION

PURPOSE:
This pathfinder is a guide to the Employment Law resources available at the Barclay Law Library. For assistance with using this guide, please see a Reference Librarian.

Overview

“Employment Discrimination laws seek to prevent discrimination based on race, sex, religion, national origin, physical disability, and age by employers. A growing body of law also seeks to prevent employment discrimination based on sexual orientation. Discriminatory practices include bias in hiring, promotion, job assignment, termination, compensation, retaliation, and various types of harassment. The main body of employment discrimination laws consists of federal and state statutes. The United States Constitution and some state constitutions provide additional protection when the employer is a governmental body or the government has taken significant steps to foster the discriminatory practice of the employer.” See LII Institute available at http://WWW.LAW.CORNELL.EDU/topics/employment_discrimination.html

STARTING POINTS FOR RESEARCH – WEBSITES

Legal Information Institute: Employment Discrimination Overview http://WWW.LAW.CORNELL.EDU/topics/employment_discrimination.html
Findlaw: Employment Rights Center: An Overview
RESEARCHING PRIMARY SOURCES IN EMPLOYMENT DISCRIMINATION

MAJOR FEDERAL STATUTES


Civil Rights Act of 1964 42 USC Chapter 21
Equal Pay Act of 1963 29 USC § 206
Americans with Disabilities Act 42 USC Chapter 126
Age Discrimination & Employment Act 29 USC §§ 621 – 634
Black Lung Act 30 USC § 938
Rehabilitation Act 29 USC §§ 791, 793, 794(a)

SOURCES FOR STATUTES

United States Code Annotated or the United States Code Service, Floor 4 Law Library

WEBSITES FOR STATUTES

Cornell Legal Information Institute: Employment Discrimination (Statutes)
http://www.law.cornell.edu/topics/employment_discrimination.html

Internet Law Library: Employment, Labor & Pension Law
http://www.lawguru.com/ilawlib/100.htm

FEDERAL LEGISLATIVE HISTORIES FOR MAJOR STATUTES

Civil Rights Act of 1964

Civil Rights Act of 1964: Text, Analysis, Legislative History; What it Means to Employers, Businessmen, Unions, Employees, Minority Groups. KF4744.5.A16 B8

Civil Rights Act of 1964, Title VII and XI


Equal Employment Opportunity Act of 1972

Rev. 3-11
FEDERAL AGENCY REGULATIONS
The EEOC (Equal Employment Opportunity Commission) interprets and enforces the Equal Pay Act, Age Discrimination in Employment Act, Title VII, the Americans with Disabilities Act, and sections of the Rehabilitation Act.

- **EEOC enforcement provisions**
  42 USC § 2000e-5

- **EEOC regulations & guidelines**
  29 CFR Chapter XIV

SOURCES FOR ADMINISTRATIVE MATERIAL

- **Code of Federal Regulations**
  Floor 4, Law Library

- **Update with Federal Register**
  Floor 4, Law Library

Check with a reference librarian for access and use of these resources.

WEB SITES FOR ADMINISTRATIVE MATERIAL

**Cornell Legal Information Institute: Employment Discrimination (Regulations)**
http://www.law.cornell.edu/topics/employment_discrimination.html

**EEOC Homepage**: (Regulations, proposed regulations, guidelines, cases)
http://www.eeoc.gov/

FEDERAL CASE LAW - RECENT

**Cornell Legal Information Institute: Employment Discrimination (U.S. Supreme Court and Circuit Courts)**
http://www.law.cornell.edu/topics/employment_discrimination.html
Internet Law Library: Employment, Labor & Pension Law  
http://www.lawguru.com/ilawlib/100.htm

Merit Systems Protection Board Decisions (1994-)  
http://www.mspb.gov/decisions/decisions.htm

**CASE LAW - PRINT COLLECTIONS**

Labor Law Reporter KF3318 .C59  
Labor Relations Reporter: Fair Employment Practice KF3463 .B8  
BNA Labor Relations Reporter KF3365 .B879  

**TOPIC-SPECIFIC AND CURRENT AWARENESS WEB SITES**

ABA: Section on Labor & Employment  
http://www.abanet.org/labor/home.html

AARP: Age Discrimination in Employment  
http://www.aarp.org/money/work/articles/age_discrimination_fact_sheet.html

Employment Law Information Network  
http://www.elinfonet.com/

National Employment Lawyers’ Association  

U.S. Department of Justice: Civil Rights Division, Employment Litigation Section  
http://www.justice.gov/crt/about/emp/
FURTHER RESEARCH

The following titles are suggested for general research in the area of employment discrimination law. In addition to the core resources mentioned here, there are numerous additional materials available in the law library and other area libraries. Check with a Reference Librarian for help in locating additional titles.