



### Key Civil Rights Laws Enforced by OCR

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The entirety of civil rights laws enforced by The Office for Civil Rights (OCR), Office of Justice Programs (OJP) at the U.S. Department of Justice (DOJ) protect people from discrimination based on race, color, national origin, religion, sex, disability, age, sexual orientation (VAWA recipients), and gender identity (VAWA recipients). These are sometimes referred to as “protected classes.” A link to the civil rights enforced by OCR can be found at this [link](#), and here is a short summary as well:

- Title VI of the Civil Rights Act of 1964 protects people from discrimination based on race, color and national origin. This includes more recent guidance on ensuring access to services for those with Limited English Proficiency (LEP).
- The Omnibus Crime Control and Safe Streets Act of 1968, in addition to adding classes of protection to several OJP programs, provided protection against retaliation for reporting discriminatory practices. That is, if a person files an employment discrimination complaint, regardless of its merits, an employer cannot retaliate against the employee who filed the complaint. The same protections are available for service discrimination complaints under Title VI (28 C.F.R. 42.207(e)). Retaliation claims are often easier to prove than the underlying discrimination claims.
- Section 504 of the Rehabilitation Act of 1973 protects against discrimination based on disability in employment and program activities/
- Title II of the Americans with Disabilities Act of 1990 protects against discrimination by state and local governments based on disability.
- Age Discrimination Act of 1975 protects against age discrimination.
- Title IX of the Education Amendments of 1972 protects against discrimination based on sex in educational or program activities.
- Executive Order 13198 of January 29, 2001 established the Office for Faith-Based and Community Initiatives. This office was charged with proposing initiatives to remove barriers to these programs receiving federal funds. The order prevents religious organizations that receive federal funds from discriminating against participants including requiring recipients to participate in religious activities.