



*This table presents general guidelines for Georgia nonprofit organizations and should not be construed as legal advice. Always consult an attorney to address your particular situation.*

## FEDERAL LAW

Name of Statute	Applicability	Protection Provided
Civil Rights Act of 1964 ("Title VII")	Applies to employers with 15 or more employees	Prohibits discrimination (including harassment) in employment on the basis of race, color, national origin, religion, and sex
Civil Rights Act of 1866 (Section 1981)	Applies to all employers, regardless of size	Prohibits discriminatory employment decisions and harassment based on race
Age Discrimination in Employment Act (ADEA)	Applies to employers with 20 or more employees	Prohibits discrimination in employment on the basis of age, provided that the individual is age 40 or over
Americans with Disabilities Act (ADA)	Applies to employers with 15 or more employees	Prohibits employers from discriminating against persons with disabilities who are able to perform the essential functions of a job, either with or without reasonable accommodation
Family and Medical Leave Act (FMLA)	Applies to employers with 50 or more employees who are employed within a 75 mile radius of the worksite where the employee requesting leave works	Requires covered employers to provide eligible employees with up to twelve (12) work weeks of unpaid leave during a twelve (12) month period for specifically defined situations
Equal Pay Act of 1963	Applies to employers engaged in commerce and having sales or business of at least \$500,000.00 annually	Prohibits an employer from discriminating between employees within any establishment on the basis of sex by paying them different wages for positions that require equal skill, effort, and responsibility, and which are performed under similar working conditions
Lilly Ledbetter Fair Pay Act of 2009	Amends Title VII, the Equal Pay Act, the ADEA and the ADA (see applicability under those laws)	Provides that each paycheck that contains discriminatory compensation is a separate discriminatory act which can be challenged under the applicable discrimination law (extending time period within which an employee or former employee can file a claim)
Pregnancy Discrimination Act of 1978	Applies to employers with 15 or more employees	Prohibits employers from intentionally discriminating against pregnant employees or maintaining policies that adversely affect pregnant employees
Uniformed Services Employment and Reemployment Act (USERRA)	Applies to all private employers, regardless of size	Prohibits employers from discriminating or retaliating against employees based on service in the uniformed services



*This table presents general guidelines for Georgia nonprofit organizations and should not be construed as legal advice. Always consult an attorney to address your particular situation.*

Genetic Information Nondiscrimination Act of 2008 (GINA)	Applies to employers with 15 or more employees	Prohibits employers from obtaining genetic information about employees or family members, except under specific circumstances, and from discriminating against employees based on genetic information
--	--	---

## GEORGIA LAW

Name of Statute	Applicability	Protection Provided
Equal Employment for Persons with Disabilities Code	Applies to all employers with 15 or more employees	Prohibits employers from engaging in discrimination against qualified individuals with a disability
Wage Discrimination Statute	Applies to all employers with 10 or more employees	Prohibits employers from paying wages to employees of one sex at a lesser rate than that paid to employees of the opposite sex for comparable work
Georgia Military Leave Law	Applies to all employers, regardless of size	Prohibits employers from discriminating or retaliating against employees based on service in the uniformed services
Jury Duty Statute	Applies to all employers, regardless of size	Prohibits employers from penalizing an employee who is answers a jury summons or other court process

## ATLANTA LAW

Name of Statute	Applicability	Protection Provided
City of Atlanta Ordinance No. 2000-79/Unlawful Employment Practices	Applies to all private employers with 10 or more employees	Prohibits discrimination on the basis of race, color, creed, religion, sex, domestic relationship status, parental status, familial status, sexual orientation, national origin, gender identity, age, or disability

[www.pbpatl.org](http://www.pbpatl.org)

© 2017 Pro Bono Partnership of Atlanta, Inc.