



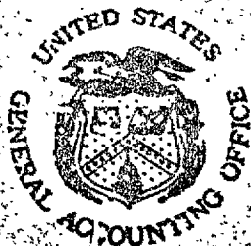
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STUDY BY THE STAFF OF THE U.S.

General Accounting Office

A Compilation Of Federal Laws And Executive Orders For Nondiscrimination And Equal Opportunity Programs

This staff study identifies and provides information about Federal laws and Executive orders which deal with nondiscrimination and equal opportunity programs.




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PREFACE

During fiscal year 1978 the Federal Government will spend an estimated \$467 million to promote nondiscrimination and equal opportunity for all Americans.

The study identifies 87 Federal laws and Executive orders related to this area. The study was prepared by our Civil Rights Group. Questions regarding this study should be directed to either Joseph J. Eglin, Assistant Director, or John A. Borrelli, Supervisory Auditor, at (202) 523-9131.


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CHAPTER 1

INTRODUCTION

During the past 30 years, the Federal Government has demonstrated a growing concern over discrimination and its effects. The courts led the way, providing substantive civil rights meaning to the due process and equal protection clauses of the Constitution. The executive branch followed, through a series of Executive orders, directing Federal departments and agencies to prohibit discrimination in their own activities and in the practices of those with whom they deal. The Congress was the last of the three branches to act, but since 1957 it has enacted numerous nondiscrimination and equal opportunity laws. Among these have been such landmark legislation as the Civil Rights Acts of 1957, 1960, 1964, and 1968; the Equal Pay Act of 1963; and the Equal Employment Opportunity Act of 1972. Other nondiscrimination legislation has been enacted as part of new programs, such as revenue sharing, and as amendments to existing program legislation, such as title IX of the Education Amendments of 1972.

Entities whose activities are subject to the provisions of these laws and orders include Federal contractors and subcontractors; Federal grantees and their subcontractors; other employers, labor organizations, individual citizens, and commercial establishments; and Federal, State, and local governments, both in their roles as employers and as providers of public services, benefits, and facilities.

Recently, the President submitted Reorganization Plan No. 1 of 1978 to the Congress. The plan, which became effective on May 6, 1978, transfers to the Equal Employment Opportunity Commission several nondiscrimination responsibilities currently held by other governmental units. These authorities, which will be transferred on an incremental basis, include the following:

- To coordinate, after July 1, 1978, all Federal equal employment programs, an authority currently held by the Equal Employment Opportunity Coordinating Council.
- To ensure, after January 1, 1979, equal employment opportunity for Federal employees, now held by the U.S. Civil Service Commission.
- To enforce, after July 1, 1979, the Equal Pay Act and the Age Discrimination in Employment Act, now held by the Department of Labor.

The President announced that he will issue an Executive order consolidating responsibility for ensuring nondiscrimination compliance by Federal contractors in the Department of Labor's Office of Federal Contract Compliance Programs. Labor currently shares this authority with 11 other governmental departments and agencies. This consolidation of contract compliance responsibility will take effect October 1, 1978. The President also said that by the end of 1980 he would review all aspects of equal employment opportunity enforcement to determine whether further changes are desirable.

Virtually every Federal department, agency, or commission has been assigned responsibility for enforcement of at least one nondiscrimination/equal opportunity program and many agencies have responsibility for several such programs.

We have identified a total of 87 Federal laws and Executive orders which deal with civil rights and nondiscrimination. We have classified these laws into eight categories: employment; public services, benefits and facilities (except housing and education); housing; education; credit; public accommodations; voting and jury service; and criminal and general civil remedy. Appendix I shows (1) the total number of laws and Executive orders included in each category and (2) the number of times each prohibited basis of discrimination is mentioned within each category. Because many of the laws and orders refer to more than one program category, the numbers add up to more than 87.

Total Federal expenditures in this area have increased substantially between fiscal year 1976 and fiscal year 1978. Expenditures have risen from \$375 million to an estimated \$467 million during this period. Appendices II, III, and IV provide additional information concerning Federal expenditures. This information was provided to us by the Office of Management and Budget.

METHODOLOGY

We undertook this study to identify and compile in a readily usable form pertinent information concerning the major Federal laws and Executive orders for administering nondiscrimination and equal opportunity programs.

In performing the study, we requested Federal departments, agencies, boards, and commissions to provide information concerning programs they administer which implement Federal laws and Executive orders pertaining to nondiscrimination and equal opportunity. Each was asked to identify its implementing regulations and guidelines which describe the

administration and enforcement of their responsibilities, including scope of coverage, type of discrimination prohibited, and method of implementation. Officials of some departments, agencies, boards, and commissions were interviewed to clarify information provided and to obtain additional data. We also obtained information from the JURIS system, a computerized information retrieval system for the United States Code that is maintained by the Department of Justice, and reports and analyses prepared by the Office of Management and Budget, the Congressional Research Service, the U. S. Commission on Civil Rights, and private research organizations.

CHAPTER 2

LAWS AND EXECUTIVE ORDERS FOR

ADMINISTERING NONDISCRIM-

INATION AND EQUAL OPPORTUNITY PROGRAMS

The major laws and Executive orders for administering civil rights and equal opportunity programs are summarized on the following pages. Each appears under one of the following program categories to which it is most directly related: (1) employment, (2) public services, benefits, and facilities, (3) housing, (4) education, (5) credit, (6) public accommodations, (7) voting and jury service, and (8) criminal and general civil remedy.

Information is presented for the laws and Executive orders in the format discussed below:

--Citation: Public Law, Statutes at Large, United States Code, or Federal Register reference(s).

--Description: Brief explanation of the law, statute, or Executive order.

--Bases: The type of discrimination prohibited, such as race, sex, or religion.

--Impact entities: The persons or organizations which are prohibited from practicing discrimination. These include Federal, State, and local governments; Federal contractors and grantees; private employers; labor organizations; and private citizens.

--Agency roles: The agencies which enforce the laws or Executive orders are classified by their responsibilities:

- (1) Supervisory--an agency designated the lead agency or agency with primary policy setting and coordinating responsibilities.
- (2) Administering--an agency which implements the policy and coordination guidelines of a supervisor agency.
- (3) Independent--an agency which is responsible for implementation of a law or Executive order. Two or more agencies can each have independent

authority for enforcement sections of the same law or Executive order.

--Regulations: The citation to the primary regulations used by agencies to implement nondiscrimination provisions, laws, or Executive orders.

EMPLOYMENT PROGRAMS

1. Title VII, Civil Rights Act of 1964, as amended

Citation: P.L. 88-352, July 2, 1964, as amended by P.L. 92-261, Mar. 24, 1972, 42 U.S.C. 2000e-2000e-13, 2000e-15, and 2000e-17 (Supp. II, 1972).

Description: Prohibits discrimination in classification, selection, hiring, upgrading, benefits, layoffs, or any other condition of employment. The act created and empowered the Equal Employment Opportunity Commission to seek out and eliminate unlawful employment practices in accordance with procedures prescribed in the law.

Bascs: Race, color, religion, sex, national origin.

Impact entities: Private employers with 15 or more employees, State and local governments, labor organizations, employment services, apprenticeship systems.

Agency roles:

Independent: Equal Employment Opportunity Commission. Department of Justice.

Regulations: 29 C.F.R. 1601, et seq.

2. Executive Order 11246, Equal Employment Opportunity - Government Contractors and Subcontractors, as amended

Citation: 30 F.R. 12319, Sept. 24, 1965. 42 U.S.C. 2000e note (1970).

Description: Establishes a program to require Federal contractors and subcontractors to eliminate employment discrimination and take affirmative action to provide equal employment opportunity. The program is divided

into two parts which cover construction and nonconstruction (supply and services) contractors. Certain Federal agencies, referred to as compliance agencies, are responsible for enforcing the order and related guidelines.

Bases: Race, color, religion, national origin, sex.

Impact entities: Federal contractors and their subcontractors.

Agency roles:

Supervisory: Department of Labor.

Independent: Department of Justice.

Administering: 1/
Departments of Commerce.
Defense.
Energy.
Health, Education,
and Welfare.
Housing and Urban
Development.
the Interior.
Transportation.
the Treasury.
Environmental Protection Agency.
General Services Administration.
Small Business Administration.

Regulations: 41 C.F.R. 60, et seq.

1/The President's Reorganization Plan No. 1 of 1978, which became effective on May 6, 1978, states that the functions of compliance agencies will be transferred by Executive order to the Department of Labor in October 1978. The President has indicated that by the end of 1980 he will determine whether enforcement of Executive Order 11246, as amended, should be transferred to the Equal Employment Opportunity Commission.

3. Section 717, Equal Employment Opportunity Act of 1972

Citation: P.L. 92-261, Mar. 24, 1972,
42 U.S.C. 2000e-16 (Supp. II, 1972).

Description: Requires that all personnel actions affecting employees or applicants for employment in the Federal Government be made free of discrimination. Federal departments and agencies are required to develop an affirmative action program for all employees and applicants for employment. The Civil Service Commission is required to make an annual review of these programs.

Bases: Race, color, religion, sex, national origin.

Impact entities: Federal departments and agencies.

Agency roles:

Supervisory: Civil Service Commission. 1/

Administering: Federal departments and agencies.

Regulations: 5 C.F.R. 713.

4. Executive Order 11478, Equal Employment Opportunity in the Federal Government, as amended

Citation: 33 P.R. 12985, Aug. 8, 1969.
42 U.S.C. 2000e note (1970).

Description: Sets forth U.S. policy of providing equal opportunity in Federal employment, prohibiting discrimination in employment, and promoting equal employment opportunity through affirmative action programs in each Federal department and agency. Federal departments and agencies are required to develop affirmative action programs for all employees and applicants for employment. The Civil Service Commission is required to make an annual review of these programs.

1/The President's Reorganization Plan No. 1 of 1978, which became effective on May 6, 1979, transfers enforcement of this section to the Equal Employment Opportunity Commission. The transfer will take place after January 1979.

Bases: Race, color, religion, sex, national origin.

Impact entities: Federal departments and agencies.

Agency roles:

Supervisory: Civil Service Commission. 1/

Administering: Federal departments and agencies.

Regulations: 5 C.F.R. 713.

5. Government Organization and Employees Act of 1966, as amended

Citation: P.L. 89-554, Sept. 6, 1966,
5 U.S.C. 7151, et seq. (1976).

Description: Establishes U.S. policy of insuring equal employment opportunity for Federal employees without discrimination on the bases identified below.

Bases: Race, color, religion, sex, national origin, marital status, physical handicap.

Impact entities: Federal departments and agencies.

Agency roles:

Supervisory: Civil Service Commission.

Administering: Federal departments and agencies.

Regulations: 5 C.F.R. 713.

6. Executive Order 10577, Civil Service Rules, as amended

Citation: 19 F.R. 7521, Nov. 22, 1954
5 U.S.C. 3301 note (1976)

Description: Promulgates Civil Service Commission rules for the Federal competitive service. The order prohibits discrimination against

1/The President's Reorganization Plan No. 1 of 1978, which became effective on May 6, 1978, transfers the enforcement of the Executive order to the Equal Employment Opportunity Commission. The transfer will take place after January 1979.

employees or applicants for employment in the Federal competitive service on the bases identified below.

Bases: Race, political affiliation, religious belief.

Impact entities: Federal departments and agencies.

Agency roles:

Supervisory: Civil Service Commission.

Administering: Federal departments and agencies.

Regulations: 5 C.F.R. 713.

7. Executive Order 11491, Labor-Management Relations in the Federal Service, as amended

Citation: 34 F.R. 17605, Oct. 29, 1969
5 U.S.C. 7201 note (1976).

Description: Sets forth the Government's policy in all dealings with Federal employees and organizations representing such employees. It established the Federal Labor Relations Council which is responsible for overall administration of the order. The order prohibits Federal employee labor organizations from discriminating against an employee with regard to the terms or conditions of membership on the bases set out below.

Bases: Race, color, creed, sex, age, national origin.

Impact entities: Federal employee labor organizations.

Agency roles:

Supervisory: Federal Labor Relations Council, Department of Labor.

Administering: All executive agencies, except intelligence agencies, Department of State, U.S. Information Agency, Agency for International Development, and the Tennessee Valley Authority.

Regulations: 5 C.F.R. 713.
5 C.F.R. 2400, et seq.

8. Foreign Service Act of 1946, as amended

Citation: 60 Stat 1030, Aug. 13, 1946.
22 U.S.C.807 (1970).

Description: Prohibits discrimination in the personnel practices of the U.S. Foreign Service on the bases identified below.

Bases: Race, color, creed, political beliefs, or affiliations.

Impact entities: Federal agencies employing Foreign Service officers.

Agency roles:

Independent: Department of State.
U.S. Information Agency.

Regulations: None

9. Executive Order 11636, Employee-Management Relations in the Foreign Service

Citation: 36 F.R. 24901, Dec. 17, 1971.
22 U.S.C. 801 note (Supp. I, 1971).

Description: Sets forth U.S. policy with respect to dealings between foreign affairs agencies and their employees and organizations representing their employees. The order also prohibits such employee organizations from discriminating against an employee with regard to the terms or conditions of membership on the bases identified below.

Bases: Race, color, creed, sex, age, national origin.

Impact entities: Federal agencies employing Foreign Service officers.

Agency roles:

Supervisory: Board of the Foreign Service.

Administering: Department of State.
U.S. Information Agency.
Agency for International Development.

Regulations: 22 C.F.R. 14, 15, and 16.

10. Equal Pay Act of 1963, as amended

Citation: P.L. 88-38, June 10, 1963,
29 U.S.C 206(d)(1970).

Description: Amended the Fair Labor Standards Act of 1938 (29 U.S.C. 201, et seq.) to prohibit employers from compensating members of one sex at a lower rate than members of the other sex for equal work.

Bases: Sex.

Impact entities: Private employers, State and local governments, labor unions in their capacity as employers.

Agency roles:

Independent: Department of Labor. 1/

Regulations: 29 C.F.R. 800.100, et seq.

11. Section 501, Rehabilitation Act of 1973, as amended

Citation: P.L. 93-112, Sept. 26, 1973,
29 U.S.C. 791 (Supp. IV, 1974).

Description: Established within the Federal Government the Interagency Committee on Handicapped Employees which, along with the Civil Service Commission, reviews the employment practices of the Federal Government with respect to handicapped individuals and makes recommendations for legislative and administrative changes to foster such employment practices. The act requires Federal agencies to develop affirmative action programs for the employment of handicapped individuals. The

1/The President's Reorganization Plan No. 1 of 1978, which became effective May 6, 1978, transfers enforcement of this act to the Equal Employment Opportunity Commission in July 1979.

act also requires the Commission to develop policies and procedures which will foster the employment of individuals who have received rehabilitation services under a program for handicapped individuals.

Bases: Handicap.

Impact entities: Federal departments and agencies.

Agency roles:

Independent: Civil Service Commission. ^{1/}
Interagency Committee on Handicapped
Employees.

Administering: Federal departments and agencies.

Regulations: Federal Personnel Manual Letters 306-5,-7,
-8, -10, and -12.

12. Section 503, Rehabilitation Act of 1973, as amended

Citation: P.L. 93-112, Sept. 26, 1973,
29 U.S.C 793 (Supp. IV, 1974).

Description: Requires that any contract in excess of \$2,500 entered into by any Federal department or agency for the procurement of personal property and nonpersonal services (including construction) shall contain a provision requiring that in employing persons to carry out such contract the contractor shall take affirmative action to employ and advance in employment qualified handicapped individuals. This requirement also applies to subcontracts in excess of \$2,500 entered into by such contractors.

Bases: Handicap.

^{1/}The President's Reorganization Plan No. 1 of 1978, which became effective May 6, 1978, transfers Civil Service Commission responsibility under the act to the Equal Employment Opportunity Commission. This transfer will take place after January 1979.

Impact entities: Federal contractors and subcontractors.
State and local governments.

Agency roles:

Supervisory: Department of Labor.

Administering: Federal departments and agencies.

Regulations: 41 C.F.R. 60-741.

13. Age Discrimination in Employment Act of 1967, as amended

Citation: P.L. 90-202, Dec. 15, 1967, as amended by
P.L. 95-256, Apr. 6, 1978, 29 U.S.C. 621-633,
634.

Description: Prohibits employers, employment agencies,
and labor organizations from discriminating
in employing any individual because of such
individual's age. These prohibitions are
limited to individuals who are at least 40
years of age but less than 70 years of age.

Bases: Age.

Impact entities: Private employers, State and local
governments, labor organizations, employ-
ment agencies.

Agency roles:

Independent: Department of Labor. 1/

Regulations: 29 C.F.R 850, et seq.

1/The President's Reorganization Plan No. 1 of 1978, which became effective May 6, 1978, transfers enforcement of this act to the Equal Employment Opportunity Commission in July 1979.

14. Fair Labor Standards Act Amendments of 1974 . as amended

Citation: P.L. 93-259, Apr. 8, 1974, as amended by
P.L. 95-256, Apr. 6, 1978, 29 U.S.C. 633(a).

Description: Prohibits age discrimination in Federal Government employment. This prohibition is limited to persons who are at least 40 years of age. The act does not set an upper age limit.

Bases: Age.

Impact entities: Federal departments and agencies.

Agency roles:

Independent: Civil Service Commission. 1/
Library of Congress.

Administering: Federal departments and agencies.

Regulations: 5 C.F.R. 713.501.

15. Executive Order 11141, Equal Employment Opportunity--
Age Discrimination

Citation: 29 F.R. 2477, Feb. 12, 1964.
5 U.S.C. 3301 note (1976).

Description: Federal contractors and subcontractors are prohibited from discriminating in the employment of any individual because of age.

Bases: Age.

Impact entities: Federal contractors and subcontractors.

Agency roles:

Supervisory: General Services Administration.
Department of Defense.

1/The President's Reorganization Plan No. 1 of 1978, which became effective May 6, 1978, transfers all functions vested in the Civil Service Commission under this act to the Equal Employment Opportunity Commission. This transfer will take place after January 1979.

Administering: Federal departments and agencies.

Regulations: 41 C.F.R. 1-12.1000.
32 C.F.R. 12-901.

16. Federal Communications Act, as amended

Citation: 48 Stat. 1084, June 19, 1934.
47 U.S.C. 151, et seq. (1970).

Description: Authorized the establishment of the Federal Communications Commission for the purpose of regulating interstate and foreign commerce in communication by wire and radio. The Commission, because of the national policy against employment discrimination and pursuant to its own independent authority under the act, has adopted rules prohibiting employment discrimination by those entities it regulates.

Bases: Race, color, religion, national origin, sex.

Impact entities: Broadcasters, common carriers, cable television operators, and private employers.

Agency roles:

Independent: Federal Communications Commission.

Regulations: 47 C.F.R 73.125, et seq.

17. Comprehensive Employment and Training Act of 1973, as amended

Citation: P.L. 93-203, Dec. 28, 1973.
29 U.S.C. 848f; 991 (Supp. IV, 1974).

Description: All grants, contracts or agreements which provide Federal financial assistance under the act must contain a provision prohibiting discrimination against program participants or applicants for participation in such programs on the bases identified below.

Bases: Race, creed, color, national origin, political affiliation or beliefs, sex.

Impact entities: State and local governments, labor organizations, private grantees.

Agency roles:

Independent: Department of Labor.
Department of Justice.

Regulations: 29 C.F.R. 97.331; 98.21.

18. Apprenticeship Amendments of 1973

Citation: 50 Stat. 664, Aug. 16, 1937, as amended by P.L. 93-198, Dec. 24, 1973, 29 U.S.C. 50 (Supp. IV, 1974).

Description: Regulations promulgated under the act set forth policies and procedures promoting equality of opportunity in apprenticeship programs registered with the U.S. Department of Labor or with apprenticeship programs registered with recognized State apprenticeship agencies. These regulations prohibit discrimination on the bases identified below.

Bases: Race, color, religion, national origin, sex.

Impact entities: Apprenticeship programs as private employers, State Apprenticeship Councils.

Agency roles:

Independent: Department of Labor.

Regulations: 29 C.F.R. 30.

19. Wagner-Peyser Act of 1933, as amended

Citation: 48 Stat. 113, June 6, 1933, as amended by P.L. 93-198, Dec. 24, 1973; P.L. 94-566, Oct. 20, 1976; 29 U.S.C. 49.

Description: Established U.S. policy to promote and develop a national system of employment offices. Employment opportunities based on job qualifications and nondiscriminatory employment practices are to be fostered. Regulations promulgated under the act

prohibit discrimination on the bases
identified below.

Bases: Race, color, national origin, handicap, creed,
sex.

Impact entities: State employment and unemployment
insurance services.

Agency roles:

Independent: Department of Labor.

Regulations: 20 C.F.R. 604.7; 604.8.

20. Federal Coal Mine Health and Safety Act of 1969, as
amended

Citation: P.L. 91-173, Dec. 30, 1969, as amended by
P.L. 92-303, May 19, 1972, 30 U.S.C. 938
(Supp. II, 1972).

Description: Prohibits coal mine operators from dis-
charging or in any other way discriminating
against any miner employed by them because
such miner is suffering from pneumoconiosis
(Black Lung disease).

Bases: Pneumoconiosis affliction (handicap).

Impact entities: Coal mine operators.

Agency roles:

Independent: Department of Health, Education, and
Welfare.

Regulations: None.

21. Peace Corps Act of 1961

Citation: P.L. 87-293, Sept. 22, 1961,
22 U.S.C. 2504(a) (1970).

Description: Prohibits discrimination in the assessment
and selection of individuals who apply for
service in the Peace Corps on the bases
identified below.

Bases: Race, color, creed, political affiliation.

Impact entities: ACTION.

Agency roles:

Independent: ACTION.

Regulations: 22 C.F.R. 305.1.

22. Health Programs Extension Act of 1973

Citation: P.L. 93-45, June 18, 1973,
42 U.S.C. 300a-7 (Supp. III, 1973).

Description: A. Prohibits any entity which receives a grant, contract, loan or loan guarantee under the Public Health Service Act (42 U.S.C. 295, et seq.), the Community Mental Health Centers Act (42 U.S.C. 2681, et seq.) and the Developmental Disabilities Services and Facilities Construction Act (42 U.S.C. 6001, et seq.) from discriminating in the employment, promotion, or termination of employment or the extension of staff or other privileges against any physician or other health care personnel who performed, assisted, or refused to perform or assist in performing a sterilization procedure or abortion.

B. Prohibits any entity which receives a grant or contract for biomedical or behavioral research under any program administered by the Secretary of Health, Education, and Welfare from discriminating in the employment, promotion, or termination of employment or the extension of staff or other privileges against any physician or other health care personnel because such individual performed, assisted, or refused to perform or assist in the performance of any health service or research activity.

Bases: Religious belief, moral conviction.

Impact entities: Federal financial assistance recipients under the programs specified in the act.

Agency roles:

Independent: Department of Health, Education, and Welfare.

Regulations: None.

23. Executive Order 11348, Training of Government Employees

Citation: 33 P.R. 6335, Apr. 20, 1967,
5 U.S.C. 4103 note (1976).

Description: Provides that Federal departments and agencies shall provide training for employees without regard to the bases identified below.

Bases: Race, color, creed, national origin, sex, other factors unrelated to need for training.

Impact entities: Federal departments and agencies.

Agency roles:

Supervisory: Civil Service Commission.

Administering: Federal departments and agencies.

Regulations: None.

24. Developmental Disabilities Services and Facilities Construction Act, as amended

Citation: P.L. 88-164, Oct. 31, 1963, as amended
by P.L. 94-103, October 4, 1975, 42 U.S.C.
6005 (Supp. V, 1975).

Description: Provides Federal financial assistance for the provision of services and the construction of facilities for the developmentally disabled. Recipients of Federal financial assistance under the act are required to take affirmative action to employ and advance in employment qualified handicapped individuals.

Bases: Handicap.

Impact entities: State and local governments, other grantees receiving federal financial assistance under the act, Federal contractors and their subcontractors.

Agency roles:

Independent: Department of Health, Education, and Welfare

Regulations: None.

25. National Railway Labor Act of 1926, as amended

Citation: 44 Stat. 577, May 20, 1926.
45 U.S.C. 151a (1970).

Description: Forbids any limitation upon freedom of association among employees of rail or air common carriers, or any denial to join a labor organization, and to provide for the prompt and orderly settlement of all disputes growing out of grievances or out of interpretation or application of agreements covering rates of pay, rules, or working conditions. Court decisions have held that unions and employers subject to this act are prohibited from discriminating against employees.

Bases: Race, sex.

Impact entities: Railroad and airline carriers, railroad and airline labor unions.

Agency roles:

Independent: National Mediation Board.

Regulations: None.

26. National Labor Relations Act of 1935, as amended

Citation: 49 Stat. 449, July 5, 1935.
29 U.S.C 151, et seq. (1970).

Description: Established the National Labor Relations Board to serve the public interest by reducing interruption in commerce due to industrial strife by seeking to provide orderly processes for protecting and implementing the respective rights of employees, employers, and labor unions in their relations with one another. Although the act does not specifically prohibit discrimination based upon sex or race, certain provisions of the act have been interpreted and applied by the National Labor Relations Board and the courts to prohibit certain forms of such discrimination.

Bases: Race, sex.

Impact entities: Private employers.

Agency roles:

Independent: National Labor Relations Board.

Regulations: None.

27. Section 715, Civil Rights Act of 1964, as amended

Citation: P.L. 88-352, July 2, 1964, as amended by P.L. 92-261, Mar. 24, 1972, 42 U.S.C. 2000e-14, (Supp. II, 1972).

Description: Established the Equal Employment Opportunity Coordinating Council to coordinate the activities of Federal departments and agencies in implementing equal employment opportunity legislation, orders, and policies.

Bases: Race, color, religion, sex, national origin.

Impact entities: Federal departments and agencies.

Agency roles:

Supervisory: Equal Employment Opportunity Coordinating Council. 1/

Administering: Federal departments and agencies.

Regulations: 41 C.F.R. 60-3.

28. Intergovernmental Personnel Act of 1970

Citation: P.L. 91-648, Jan. 5, 1971,
42 U.S.C. 4701 (1970).

Description: Prohibits State and local governments which receive certain Federal grants from discriminating on the bases identified below.

Bases: Race, color, national origin, religion, creed, political affiliation.

Impact entities: State and local governments.

Agency roles:

Independent: Civil Service Commission.

Regulations: 5 C.F.R. 900.

The following laws require Federal departments and agencies to enforce nondiscrimination in employment as part of broader equal opportunity responsibilities cited therein. The number and program area in which the law is located in this staff study is provided.

29. Title VI, Civil Rights Act of 1964--#1, Public Services, Benefits and Facilities Programs

30. State and Local Fiscal Assistance Act of 1972, as amended --#2, Public Services, Benefits and Facilities Programs.

1/The President's Reorganization Plan No. 1 of 1978, which became effective May 6, 1978, abolishes the Equal Employment Opportunity Coordinating Council and transfers the Council's functions to the Equal Employment Opportunity Commission effective July 1978.

31. Omnibus Crime Control and Safe Streets Act of 1968, as amended--#3, Public Services, Benefits and Facilities Programs.
32. Section 504, Rehabilitation Act of 1973--#4, Public Services, Benefits and Facilities Programs.
33. Age Discrimination Act of 1975--#5, Public Services, Benefits and Facilities Programs.
34. Federal Aid to Highways Act of 1958, as amended--#6, Public Services, Benefits and Facilities Programs.
35. Urban Mass Transit Act of 1964, as amended--#7, Public Services, Benefits and Facilities Programs.
36. Domestic Volunteer Service Act of 1973--#8, Public Services, Benefits and Facilities Programs.
37. Title VII, Economic Opportunity Act, as amended--#9, Public Services, Benefits and Facilities Programs.
38. Energy Reorganization Act of 1974--#10, Public Services, Benefits and Facilities Programs.
39. Trans-Alaskan Pipeline Authorization Act of 1973--#11, Public Services, Benefits and Facilities Programs.
40. Public Works and Economic Development Act Amendments of 1971, as amended--#12, Public Services, Benefits and Facilities Programs.
41. Appalachian Regional Development Act of 1965, as amended--#13, Public Services, Benefits and Facilities Programs.
42. Disaster Relief Act of 1974--#16, Public Services, Benefits and Facilities Programs.
43. Railroad Revitalization and Regulatory Reform Act of 1976--#18, Public Services, Benefits and Facilities Programs.
44. Juvenile Justice and Delinquency Prevention Act of 1974--#19, Public Services, Benefits and Facilities Programs.
45. Architectural Barriers Act of 1968, as amended and implemented by section 502, Rehabilitation Act of 1973--#20, Public Services, Benefits and Facilities Programs.
46. Energy Conservation and Production Act--#22, Public Services, Benefits and Facilities Programs.

47. Title II, Public Works Employment Act of 1976, as amended--
#23, Public Services, Benefits and Facilities Programs.
48. Title VIII, Civil Rights Act of 1968, as amended--
#2, Housing Programs.
49. Housing and Community Development Act of 1974--
#3, Housing Programs.
50. Title IV, Civil Rights Act of 1964, as amended--#1,
Education Programs.
51. Emergency School Aid Act of 1972, as amended--
#2, Education Programs.
52. Title IX, Education Amendments of 1972--#3,
Education Programs.
53. Equal Educational Opportunities Act of 1974--#7,
Education Programs.
54. Title XII, Higher Education Act of 1965, as amended--
#8, Education Programs.
55. Headstart - Follow Through Act of 1975--#10,
Education Programs.
56. Civil Rights Act of 1866--#1, Criminal and
General Civil Remedy Programs.
57. Civil Rights Act of 1870--#2, Criminal and
General Civil Remedy Programs.
58. Civil Rights Act of 1871--#3, Criminal and
General Civil Remedy Programs.
59. Title IX, Civil Rights Act of 1964, as amended--
#4, Criminal and General Civil Remedy Programs.
60. Criminal Conspiracy Against Rights of Citizens Act of
1909, as amended--#5, Criminal and General Civil
Remedy Programs.
61. Criminal Deprivation of Rights Under Color of Law
Act of 1909, as amended--#6, Criminal and General
Civil Remedy Programs.
62. Title I, Civil Rights Act of 1968--#8,
Criminal and General Civil Remedy Programs.

63. An Act to Amend Title 18, United States Code--#9, Criminal and General Civil Remedy Programs.
64. Title IX, Civil Rights Act of 1968, as amended--#10, Criminal and General Civil Remedy Programs.
65. Sections 813 and 817, Civil Rights Act of 1968--#13, Criminal and General Civil Remedy Programs.

PUBLIC SERVICES, BENEFITS AND FACILITIES PROGRAMS
(OTHER THAN HOUSING OR EDUCATION)

1. Title VI, Civil Rights Act of 1964

Citation: P.L. 88-352, July 2, 1964,
42 U.S.C. 2000d (Supp. IV, 1974).

Description: Prohibits discrimination against persons in the United States on the grounds of race, color or national origin under any program or activity receiving Federal financial assistance. Executive Order 11764, January 21, 1974, directed the Attorney General to coordinate enforcement of title VI by Federal departments and agencies.

Bases: Race, color, national origin.

Impact entities: Federal financial assistance recipients.

Agency roles:

Supervisory: Department of Justice.

Administering: Federal departments and agencies administering programs which provide financial assistance.

Regulations: 28 C.F.R. 42.101, et seq.

2. State and Local Fiscal Assistance Act of 1972, as amended

Citation: P.L. 92-512, Oct. 20, 1972, as amended by
P.L. 94-488, Oct. 13, 1976, 31 U.S.C. 1242.

Description: Authorizes the return of revenue collected by the Department of the Treasury to State and local governments through Federal

individual income taxes. Discrimination against any person by a State or local government which receives funds under the act is prohibited.

Bases: Race, color, national origin, sex, religion, age, handicap.

Impact entities: State and local governments which receive Federal financial assistance.

Agency roles:

Independent: Departments of the Treasury and Justice.

Regulations: 31 C.F.R. 51.50, et seq.

3. Omnibus Crime Control and Safe Streets Act of 1968, as amended

Citation: P.L. 90-351, June 19, 1968, as amended by P.L. 93-83, Aug. '6, 1973, 42 U.S.C. 3766 (c) (Supp. III, 1973).

Description: Provides Federal assistance to State and local governments for strengthening and improving law enforcement and criminal justice. Prohibits discrimination by any activity receiving funds under the act against any person on the bases identified below.

Bases: Race, color, national origin, sex, religion.

Impact entities: State and local governments receiving Federal financial assistance under the act.

Agency roles:

Independent: Department of Justice.

Regulations: 28 C.F.R. 42.201, et seq.

4. Section 504, Rehabilitation Act of 1973

Citation: P.L. 93-112, Sept. 26, 1973,
29 U.S.C. 794 (Supp. III, 1973).

Description: Provides that no otherwise qualified handicapped individual shall, solely by reason of a handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Bases: Handicap.

Impact entities: Federal financial assistance recipients.

Agency roles:

Supervisory: Department of Health, Education, and Welfare.

Administering: Departments and agencies administering programs which provide Federal financial assistance.

Regulations: 45 C.F.R. 84; 49 C.F.R. 609.

5. Age Discrimination Act of 1975

Citation: P.L. 94-135, Nov. 28, 1975,
42 U.S.C. 6101, et seq. (Supp. V, 1975).

Description: Prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance. No person shall, on the basis of age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Bases: Age.

Impact entities: Federal financial assistance recipients.

Agency roles:

Supervisory: Department of Health, Education,
and Welfare.

Administering: Federal departments and agencies
administering programs which
provide Federal financial
assistance.

Regulations: None.

6. Federal Aid to Highways Act of 1958, as amended

Citation: P.L. 85-767, Aug. 27, 1958, as amended by
P.L. 93-87, Aug. 13, 1973, 23 U.S.C. 324
(Supp. III, 1973).

Description: Provides Federal financial assistance
for constructing the interstate highway
system and states that no person shall,
on the basis of sex, be excluded from
participation in, be denied the benefits
of, or be subjected to discrimination
under any program or activity receiving
Federal assistance under the act.

Bases: Sex.

Impact entities: Federal financial assistance
recipients under the act.

Agency roles:

Independent: Department of Transportation.

Regulations: 23 C.F.R. 200; 260.115.

7. Urban Mass Transit Act of 1964, as amended

Citation: P.L. 88-365, July 9, 1964, as amended by
P.L. 93-87, Aug. 13, 1973, 49 U.S.C. 1608f
(Supp. III, 1973).

Description: Provides for Federal financial assistance
to State and local governments for devel-
oping public mass transportation. Recip-
ients of such assistance are prohibited
from discriminating against any person
because of sex.

Bases: Sex.

Impact entities: Federal financial assistance recipients under the act.

Agency roles:

Independent: Department of Transportation.

Regulations: None.

8. Domestic Volunteer Service Act of 1973

Citation: P.L. 93-113, Oct. 1, 1973,
42 U.S.C. 5057 (Supp. III, 1973).

Description: Established various national volunteer programs and prohibited discrimination in any program receiving assistance under the act because of the bases identified below.

Bases: Race, color, creed, belief, national origin, sex, age, political affiliation.

Impact entities: Federal financial assistance recipients under the act.

Agency roles:

Independent: ACTION.

Regulations: None.

9. Title VII, Economic Opportunity Act, as amended

Citation: P.L. 88-452, Aug. 20, 1964, as amended by P.L. 93-644, Jan. 4, 1975, 42 U.S.C. 2935g (Supp. IV, 1974).

Description: Encourages the development of special programs by which the residents of urban and rural low-income areas may, with Federal assistance, improve the quality of their economic and social participation in community life. Discrimination on the bases identified below is prohibited in any program or activity receiving Federal financial assistance under title VII.

Bases: Race, color, creed, national origin, sex,
political affiliation or beliefs.

Impact entity: Federal financial assistance recipients
under the act.

Agency roles:

Independent: Department of Health, Education,
and Welfare.
Community Services Administration.

Regulations: 45 C.F.R. 1010.1; 1060.4.

10. Energy Reorganization Act of 1974

Citation: P.L. 93-438, Oct. 11, 1974,
42 U.S.C. 5891 (Supp. IV, 1974).

Description: Established congressional policy with
regard to the development and utilization
of energy sources. Discrimination against
any person on the basis of sex in any pro-
gram or activity carried on or receiving
Federal assistance under this act is
prohibited.

Bases: Sex.

Impact entity: Federal financial assistance
recipients under the act.

Agency roles:

Independent: Department of Energy.

Regulations: 10 C.F.R. 4.

11. Trans-Alaskan Pipeline Authorization Act of 1973

Citation: P.L. 93-153, Nov. 16, 1973,
43 U.S.C. 1651 note (Supp. III, 1973).

Description: Authorized Federal funds for the
construction of a Trans-Alaskan oil
pipeline and prohibited discrimination
in any activity receiving Federal
financial assistance because of the
bases identified below.

Bases: Race, color, creed, national origin, sex.

Impact entities: Federal financial assistance recipients under the act.

Agency roles:

Independent: Department of the Interior.

Regulations: 43 C.F.R. 27.1 et seq.

12. Public Works and Economic Development Act Amendments of 1971

Citation: P.L. 92-65, Aug. 5, 1971,
42 U.S.C. 3123 (Supp. I, 1971).

Description: Provides Federal financial assistance to communities, industries, enterprises and individuals including grants for public works and development facilities, loans and loan guarantees for the purchase and development of land for industrial and commercial usage and technical assistance in alleviating or preventing conditions of excessive unemployment or underemployment. Discrimination because of sex in any program or activity receiving Federal financial assistance under the act is prohibited.

Bases: Sex.

Impact entities: Federal financial assistance recipients under the act.

Agency roles:

Independent: Department of Commerce.

Regulations: 13 C.F.R. 311.

13. Appalachian Regional Development Act of 1965, as amended

Citation: P.L. 89-4, Mar. 9, 1965, as amended by
P.L. 92-65, Aug. 5, 1971, 40 U.S.C.
App. 223 note (Supp. I, 1971).

Description: Provides Federal financial assistance for promoting the economic development of the appalachian region of the United States. No recipient of funds under this act may discriminate against a person because of sex.

Bases: Sex.

Impact entities: Federal financial assistance recipients under the act.

Agency roles:

Supervisory: Departments of Health, Education, and Welfare, Housing and Urban Development, Transportation

Administering: Appalachian Regional Commission.

Regulations: None.

14. Drug Abuse Office and Treatment Act of 1972, as amended

Citation: P.L. 92-255, Mar. 21, 1972,
21 U.S.C. 1174 (Supp. II, 1972).

Description: Focuses the Federal Government's resources and brings them to bear on drug abuse. Prohibits any private or public general hospital, which receives Federal financial assistance, from discriminating in admission or treatment of drug abusers who are suffering from medical conditions, solely because of such persons' drug abuse or drug dependence.

Bases: Drug abuse or dependence (handicap).

Impact entities: Hospitals receiving Federal financial assistance.

Agency roles:

Supervisory: Department of Health, Education, and Welfare.

Administering: Federal agencies providing such financial assistance.

Regulations: None.

15. Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Control Act of 1970, as amended

Citation: P.L. 91-616, Dec. 31, 1970, as amended by P.L. 93-282, May 14, 1974, 42 U.S.C. 4581 (Supp. IV, 1974).

Description: Fosters a comprehensive approach by Federal, State, and local governments to the problems of alcohol abuse and alcoholism. The act prohibits any private or public general hospital or outpatient facility which receives federal financial assistance from discriminating against alcohol abusers and alcoholics in admission or treatment solely because of such persons' alcohol abuse or alcoholism.

Bases: Alcoholism or alcohol abuse (handicap).

Impact entities: Hospitals receiving Federal financial assistance.

Agency roles:

Supervisory: Department of Health, Education, and Welfare.

Administering: Federal agencies providing such financial assistance.

Regulations: None.

16. Disaster Relief Act of 1974

Citation: P.L. 93-288, May 22, 1974, 42 U.S.C. 5151 (Supp. IV, 1974).

Description: Provides Federal assistance to State and local governments for alleviating the suffering and damage which result from such major disasters as hurricanes, floods, earthquakes, etc. The act prohibits discrimination in the distribution of supplies and the processing of applications and other relief and assistance activities on the bases identified below.

Bases: Race, color, religion, sex, age, nationality,
economic status.

Impact entities: Federal financial assistance
recipients under the act.

Agency roles:

Independent: Department of Housing and Urban
Development.

Regulations: None.

17. Food Stamp Act of 1964, as amended

Citation: P.L. 88-525, Aug. 31, 1964,
7 U.S.C. 2019(c) (1976).

Description: Establishes a program to assist low-income
households to purchase a nutritionally
adequate diet. Prohibits discrimination
in the program against households on
the bases identified below.

Bases: Race, religious creed, national origin,
political belief.

Impact entities: State and local governments.

Agency roles:

Independent: Department of Agriculture.

Regulations: 7 C.F.R. 271.1(d).

18. Railroad Revitalization and Regulatory Reform Act of 1976

Citation: P.L. 94-210, Feb. 5, 1976,
45 U.S.C. 803.

Description: Provides the means to rehabilitate
and maintain the physical facilities,
improve the operations and structure,
and restore the financial stability
of the railway system of the United
States. Discrimination on the bases
identified below is prohibited under
any project, program, or activity
funded in whole or in part through
financial assistance under the act.

Bases: Race, color, national origin, sex.

Impact entities: Federal financial assistance recipients under the act.

Agency roles:

Independent: Department of Transportation.

Regulations: 49 C.F.R. 265.

19. Juvenile Justice and Delinquency Prevention Act of 1974

Citation: P.L. 93-415, Sept. 7, 1974,
42 U.S.C. 5672 (Supp. IV, 1974).

Description: Provides Federal assistance to reduce the incidence of juvenile delinquency and to improve the system of justice dealing with juvenile delinquency. Discrimination is prohibited by any recipient of funds under the act.

Bases: Race, color, creed, sex, national origin.

Impact entities: Federal financial assistance recipients under the act.

Agency roles:

Independent: Department of Justice.

Regulations: 28 C.F.R. 42.201, et seq.

20. Architectural Barriers Act of 1968

Citation: P.L. 90-480, Aug. 12, 1968,
42 U.S.C. 4151 (1970).

Description: Authorizes the development of standards for the design, construction, or alteration of public buildings or facilities which are constructed or altered by or for the United States, are to be leased by the United States or are financed by a Federal grant or loan if the public building or facility is subject to standards of design, construction, or alteration under the law authorizing such a grant or loan. The standards are to insure that whenever

possible physically handicapped persons will have ready access to and use of such buildings. Section 502 of the Rehabilitation Act of 1973 (29 U.S.C. 792) established the Architectural and Transportation Barriers Board to ensure compliance with these standards.

Bases: Handicap.

Impact entities: Federal contractors designing buildings for use by the Federal Government.

Agency roles:

Supervisory: Departments of Defense; Health, Education, and Welfare; the General Services Administration; and the U.S. Postal Service.

Administering: Architectural and Transportation Barriers Compliance Board.

Regulations: 41 C.F.R. 101-19.600, et seq.

21. Title III, Civil Rights Act of 1964

Citation: P.L. 88-352, July 2, 1964,
42 U.S.C. 2000b (1970).

Description: Prohibits discrimination in the use of any public facility owned, operated, or managed by or on behalf of any State or local government on the bases identified below.

Bases: Race, color, religion, national origin.

Impact entities: State and local governments.

Agency roles:

Independent: Department of Justice.

Regulations: None.

22. Energy Conservation and Production Act

Citation: P.L. 94-385, Aug. 14, 1976,
42 U.S.C. 6870.

Description: Provides Federal financial assistance to foster energy conservation. Provides that no person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any program, project, or activity funded in whole or in part with such financial assistance on the bases identified below.

Bases: Race, color, national origin, sex.

Impact entities: Federal financial assistance recipients.

Agency roles:

Independent: Departments of Energy and Justice.

Regulations: None.

23. Title II, Public Works Employment Act of 1976, as amended

Citation: P.L. 94-369, July 22, 1976, as amended by P.L. 95-30, May 23, 1977, 42 U.S.C. 6727.

Description: Provides Federal financial assistance to State and local governments for the maintenance of basic services in their jurisdictions. Discrimination in any program or activity receiving funds under the act is prohibited.

Bases: Race, color, sex, national origin, age, handicap, religion.

Impact entities: State and local governments receiving Federal financial assistance under the act.

Agency roles:

Independent: Departments of the Treasury and Justice.

Regulations: 31 C.F.R. 52.60.

The following laws require Federal departments and agencies to enforce nondiscrimination in public services, benefits, and facilities programs as a part of broader nondiscrimination provisions. The number and program section in which the law is located in this staff study is provided.

24. Civil Rights Act of 1866--#1, Criminal and General Civil Remedy Programs.
25. Civil Rights Act of 1870--#2, Criminal and General Civil Remedy Programs.
26. Civil Rights Act of 1871-- #3, Criminal and General Civil Remedy Programs.
27. Title IX, Civil Rights Act of 1964, as amended--#4, Criminal and General Civil Remedy Programs.
28. Criminal Conspiracy Against Rights of Citizens Act of 1909, as amended--#5, Criminal and General Civil Remedy Programs.
29. Criminal Deprivation of Rights Under Color of Law Act of 1909, as amended--#6, Criminal and General Civil Remedy Programs.
30. Title I, Civil Rights Act of 1968--#8, Criminal and General Civil Remedy Programs.
31. An Act to Amend Title 18, United States Code--#9, Criminal and General Civil Remedy Programs.

HOUSING PROGRAMS

1. Executive Order 11063, Equal Opportunity in Housing

Citation: 27 F.R. 11527, Nov. 20, 1962,
42 U.S.C. 1982 note (1970).

Description: Prohibits discrimination with respect to residential property and related facilities that receive Federal financial assistance.

Bases: Race, color, creed, national origin.

Impact entities: Federal financial assistance recipients in housing grant programs including loans insured or guaranteed by the Federal Government.

Agency roles:

Independent: Departments of Agriculture; Commerce; Defense; Health, Education, and Welfare; Housing and Urban Development; the Interior; Justice; and Transportation.

Regulations: 12 C.F.R. 528.
24 C.F.R. 100.

2. Title VIII, Civil Rights Act of 1968. as amended

Citation: P.L. 90-284, Apr. 11, 1968, as amended by P.L. 93-383, Aug. 22, 1974, 42 U.S.C. 3601-3612, 3614-3616, 3618, 3619, and 3631 (Supp. IV, 1974).

Description: Prohibits discrimination in the sale or rental of most residential property in the United States. Discrimination in advertising the sale or rental, financing, and the provision of brokerage services for residential property is also prohibited.

Bases: Race, color, national origin, religion, sex.

Impact entities: Individuals, private firms, Federal financial assistance recipients under housing grant programs.

Agency roles:

Supervisory: Department of Housing and Urban Development.

Administering: Federal departments and agencies administering programs and activities relating to housing and urban development.

Regulations: 12 C.F.R. 528.
24 C.F.R. 100.

3. Housing and Community Development Act of 1974

Citation: P.L. 93-383, Aug. 22, 1974,
42 U.S.C. 5309 (Supp. IV, 1974).

Description: Provides Federal assistance for the development of urban communities, such as decent housing, a suitable living environment, and expanding economic opportunities, principally for persons of low and moderate income. Discrimination is prohibited in any program or activity funded in whole or in part through this act.

Bases: Race, color, national origin, sex.

Impact entities: Federal financial assistance recipients under the act.

Agency roles:

Independent: Department of Housing and Urban Development; Department of Justice.

Regulations: 24 C.F.R. 570.601.

4. Architectural Barriers Act of 1968

Citation: P.L. 90-480, dated Aug. 12, 1968,
42 U.S.C. 4153, 4154 (1970);

Description: Authorized the development of standards for the design, construction, or alteration of residential structures which are constructed by or for the United States, leased by the United States, or financed by a Federal grant or loan if the residential structure is subject to standards of design, construction or alteration under the law authorizing such grant or loan. The standards are to ensure whenever possible that physically handicapped persons will have ready access to and use of such buildings.

Bases: Handicap.

Impact entities: Residential housing construction receiving Federal financial assistance.

Agency roles:

Independent: Department of Housing and Urban Development.

Administering: Architectural and Transportation Barriers Compliance Board.

Regulations: 24 C.F.R. 40.

The following laws require Federal departments and agencies to enforce nondiscrimination in housing as part of broader nondiscrimination provisions. The number and program section in which the law is located in this staff study is provided.

5. Title VI, Civil Rights Act of 1964--#1, Public Services, Benefits and Facilities.
6. Section 504, Rehabilitation Act of 1973--#4, Public Services, Benefits and Facilities Programs.
7. Age Discrimination Act of 1975--#5, Public Services, Benefits and Facilities.
8. Equal Credit Opportunity Act of 1974, as amended--#1, Credit Programs.
9. National Housing Act, as amended--#2, Credit Programs.
10. Civil Rights Act of 1866--#1, Criminal and General Civil Remedy Programs.
11. Civil Rights Act of 1870--#2, Criminal and General Civil Remedy Programs.
12. Civil Rights Act of 1871--#3, Criminal and General Civil Remedy Programs.
13. Title IX, Civil Rights Act of 1964, as amended--#4, Criminal and General Civil Remedy Programs.
14. Criminal Conspiracy Against Rights of Citizens Act of 1909, as amended--#5, Criminal and General Civil Remedy Programs.
15. Criminal Deprivation of Rights Under Color of Law Act of 1909, as amended--#6, Criminal and General Civil Remedy Programs.
16. Title I, Civil Rights Act of 1968--#8, Criminal and General Civil Remedy Programs.

17. Title IX, Civil Rights Act of 1968, as amended--#10,
Criminal and General Civil Remedy Programs.
18. Sections 813 and 817, Civil Rights Act of 1968--#13,
Criminal and General Civil Remedy Programs.

EDUCATION PROGRAMS

1. Title IV, Civil Rights Act of 1964, as amended

Citation: P.L. 88-352, July 2, 1964, as amended by
P.L. 92-318, June 23, 1972, 42 U.S.C. 2000c
(Supp. II, 1972).

Description: Provides Federal assistance to elementary, secondary, and certain State and local government-assisted public colleges for technical assistance and training to help in the preparation, adoption and implementation of plans for desegregation. The act also authorizes the Attorney General to institute a civil action against such parties and for such relief as may be appropriate in certain cases where he receives a complaint that minor children have been deprived by a school board of equal protection of the law or denied admission to or not permitted to continue in attendance at a public college because of one or more of the bases identified below.

Bases: Race, color, religion, sex, national origin.

Impact entities: State and local governments.

Agency roles:

Independent: Department of Health, Education, and Welfare; Department of Justice.

Regulations: 45 C.F.R. 180.

2. Emergency School Aid Act of 1972, as amended

Citation: P.L. 92-318, June 23, 1972,
20 U.S.C. 1601, et seq. (Supp. II, 1972).

Description: Provides Federal financial assistance to

- meet the special needs of minority groups for eliminating segregation and discrimination among students and faculty in elementary and secondary schools;
- encourage the voluntary elimination, reduction, or prevention of minority group isolation in elementary and secondary schools with substantial proportions of minority group students; and
- aid school children in overcoming the educational disadvantages of minority group isolation.

Bases: Race.

Impact entities: State and local governments.

Agency roles:

Independent: Department of Health, Education, and Welfare.

Regulations: 45 C.F.R. 16.

3. Title IX, Education Amendments of 1972

Citation: P.L. 92-318, June 23, 1972,
20 U.S.C. 1681; 1684 (Supp. II, 1972).

Description: Generally provides that:

- No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.
- No person in the United States shall, on the ground of blindness or severely impaired vision, be denied admission to any course of study which is a recipient of Federal financial assistance for any education program or activity.

Bases: Sex, blindness (handicap).

Impact entities: State and local governments,
private grantees.

Agency roles:

Independent: Department of Health, Education,
and Welfare; Department of
Justice.

Regulations: 45 C.F.R. 86.

4. Title VII, Public Health Services Act, as amended

Citation: 58 Stat. 682, July 1, 1944, as amended by
P.L. 92-157, Nov. 18, 1971; P.L. 93-348,
July 12, 1974, 42 U.S.C. 295h-9 (Supp.
IV, 1974).

Description: Provides Federal financial assistance
for health research, teaching facilities,
and training of professional health
personnel. No recipient of such assistance
may discriminate on the basis of
sex in the admission of individuals
to its training programs.

Bases: Sex.

Impact entities: State and local governments, private
grantees under the act.

Agency roles:

Independent: Department of Health, Education,
and Welfare.

Regulations: 45 C.F.R. 86.

5. Title VIII, Public Health Services Act, as amended

Citation: 58 Stat. 682, July 1, 1944, as amended by
P.L. 92-158, Nov. 18, 1971, renumbered
by P.L. 94-63, July 29, 1975, 42 U.S.C.
298b (Supp. V, 1975).

Description: Provides Federal financial assistance
for

--expanding and improving nurses' training, including construction of facilities and support of educational programs;

--training professional nurses and establishment of student loan funds at private schools of nursing; and

--establishing scholarship programs for eligible schools of nursing.

No recipient of such assistance may discriminate because of sex in admitting individuals to its training programs.

Bases: Sex.

Impact entities: State and local governments, private grantees under the act.

Agency roles:

Independent: Department of Health, Education, and Welfare.

Regulations: 45 C.F.R. 86.

6. Emergency Insured Student Loan Act of 1969, as amended

Citation: P.L. 91-95, Oct. 22, 1969, as amended by P.L. 92-318, June 23, 1972; P.L. 93-269, Apr. 18, 1974, 20 U.S.C. 1078a (Supp. IV, 1974).

Description: Authorizes the payment of a special allowance to holders of Federally insured student loans when economic conditions threaten or impede the Federally insured student loan program authorized by the Higher Education Act of 1965, as amended (20 U.S.C. 1070, et seq.). The act prohibits discrimination by private lenders against applicants for loans because of the bases identified below.

Bases: Sex, color, creed, national origin.

Impact entities: Private lenders (as recipients of Federal financial assistance in the form of loan guarantees).

Agency roles:

Independent: Department of Health, Education, and Welfare.

Regulations: 45 C.F.R. 177.7.

7. Equal Educational Opportunities Act of 1974

Citation: P.L. 93-380, Aug. 21, 1974,
20 U.S.C. 1701 et seq. (Supp. IV, 1974).

Description: Prohibits State and local governments from denying equal educational opportunity to an individual on account of his or her race, color, sex or national origin. The Attorney General is authorized to institute action in an appropriate district court of the United States on the part of an individual who is denied equal educational opportunity.

Bases: Race, color, sex, national origin.

Impact entities: State and local governments.

Agency roles:

Independent: Department of Justice.

Regulations: None.

8. Title XII, Higher Education Act of 1965, as amended

Citation: P.L. 89-329, Nov. 8, 1965, as amended by
P.L. 94-482, Oct. 12, 1976, 20 U.S.C. 145b.

Description: Institutions of higher education may not use Federal financial assistance to undertake any study or project or fulfill the terms of any contract which contains a provision that persons of a particular race, religion, sex or national origin be barred from performing such a study, project or contract.

Bases: Race, color, national origin, sex, religion.

Impact entities: State and local governments, private universities and colleges as grantees.

Agency roles:

Independent: Department of Health, Education, and Welfare.

Regulations: None.

9. Title IV, Higher Education Act of 1965, as amended

Citation: P.L. 89-329, Nov. 8, 1965, as amended by P.L. 92-318, June 23, 1972, 20 U.S.C. 1087-2 (Supp II, 1972).

Description: Established the Student Loan Marketing Association to act as a secondary market and warehousing facility for the Federally insured student loan program authorized by the act. Discrimination by lenders against applicants for loans is prohibited.

Bases: Race, sex, color, creed, national origin.

Impact entities: Private lenders (as recipients of Federal financial assistance in the form of loan guarantees).

Agency roles:

Independent: Department of Health, Education, and Welfare.

Regulations: None.

10. Headstart-Follow Through Act of 1975

Citation: P.L. 88-452, Aug. 20, 1964, as amended by P.L. 93-644, Jan. 4, 1975, 42 U.S.C. 2930c (Supp. V, 1975).

Description: Extended the authorization of the Project Headstart program which is aimed at children from low-income families who have not reached the age of compulsory school attendance.

Discrimination is prohibited in any program which receives Federal financial assistance under the act.

Bases: Race, creed, color, national origin, sex, political affiliation, or beliefs.

Impact entities: State and local governments, private grantees.

Agency roles:

Independent: Department of Health, Education, and Welfare.

Regulations: 45 C.F.R. 158.85.

The following laws require Federal departments and agencies to enforce nondiscrimination in education as a part of broader nondiscrimination provisions. The number and program section in which the law is located in this staff study is provided.

11. Title VI, Civil Rights Act of 1964--#1, Public Services, Benefits and Facilities Programs.
12. Section 504, Rehabilitation Act of 1973--#4, Public Services, Benefits and Facilities Programs.
13. Age Discrimination Act of 1975--#5, Public Services, Benefits and Facilities Programs.
14. Civil Rights Act of 1866--#1, Criminal and General Civil Remedy Programs.
15. Civil Rights Act of 1870--#2, Criminal and General Civil Remedy Programs.
16. Civil Rights Act of 1871--#3, Criminal and General Civil Remedy Programs.
17. Title IX, Civil Rights Act of 1964, as amended--#4, Criminal and General Civil Remedy Programs.
18. Criminal Conspiracy Against Rights of Citizens Act of 1909, as amended--#5, Criminal and General Civil Remedy Programs.
19. Criminal Deprivation of Rights Under Color of Law Act of 1909, as amended--#6, Criminal and General Civil Remedy Programs.

20. Title I, Civil Rights Act of 1968---48, Criminal and General Civil Remedy Programs.

CREDIT PROGRAMS

1. Equal Credit Opportunity Act of 1974, as amended

Citation: P.L. 93-495, Oct. 28, 1974,
15 U.S.C. 1691 (1976).

Description: It is unlawful for a creditor to discriminate against any applicant, with respect to any aspect of a credit transaction.

Bases: Race, color, religion, national origin, sex, marital status, age.

Impact entities: Banks and credit institutions as regulated private parties.

Agency roles:

Supervisory: Board of Governors of the Federal Reserve System.

Administering: Federal Deposit Insurance Corporation.
Comptroller of the Currency.
Federal Savings and Loan Insurance Corporation.
Farm Credit Administration.
Interstate Commerce Commission.
Civil Aeronautics Board.
Department of Agriculture.
Small Business Administration.
Securities and Exchange Commission.
Federal Home Loan Bank Board.
National Credit Union Administration.
Federal Trade Commission.

Regulations: 12 C.F.R. 202.

2. National Housing Act, as amended

Citation: 48 Stat. 1246, June 27, 1934, as amended by P.L. 93-383, Aug. 22, 1974, 12 U.S.C. 1735f-5 (1976).

Description: Requires that all Federally related mortgage loans, or Federal insurance guaranty, or other assistance in connection therewith provided under any act shall not be denied to any person because of sex.

Bases: Sex.

Impact entities: Private entities providing Federally related mortgage loans, insurance, guarantees, or other assistance in connection therewith.

Agency roles:

Independent: Federal departments and agencies administering such programs.

Regulations: None.

The following laws require Federal departments and agencies to enforce nondiscrimination in the provision of credit as a part of broader nondiscrimination provisions. The number and program section in which the law is located in this staff study is provided.

3. Civil Rights Act of 1866--#1, Criminal and General Civil Remedy Programs.
4. Civil Rights Act of 1870--#2, Criminal and General Civil Remedy Programs.
5. Civil Rights Act of 1871--#3, Criminal and General Civil Remedy Programs.
6. Title IX, Civil Rights Act of 1964, as amended--#4, Criminal and General Civil Remedy Programs.
7. Criminal Conspiracy Against Rights of Citizens Act of 1909, as amended--#5, Criminal and General Civil Remedy Programs.
8. Criminal Deprivation of Rights Under Color of Law Act of 1909, as amended--#6, Criminal and General Civil Remedy Programs.
9. Title I, Civil Rights Act of 1968--#8, Criminal and General Civil Remedy Programs.

10. Sections 813 and 817, Civil Rights Act of 1968--
#13, Criminal and General Civil Remedy Programs.

PUBLIC ACCOMMODATIONS PROGRAMS

1. Title II, Civil Rights Act of 1964

Citation: P.L. 88-352, July 2, 1964 (1970),
42 U.S.C. 2000a.

Description: Prohibits discrimination or segregation
in places of public accommodation
and authorizes the Attorney General
to bring a civil action in the appropriate
district court of the United States for
preventive relief.

Bases: Race, color, religion, national origin.

Impact entities: Private parties offering public
accommodations.

Agency roles:

Independent: Department of Justice.

Regulations: None.

2. Interstate Commerce Act of 1887, as amended

Citation: 24 Stat. 379, Feb. 4, 1887,
49 U.S.C. 304 (1970).

Description: A regulatory prohibition enunciated
in the general provisions of the statute,
as interpreted by the Interstate Commerce
Commission, prohibits discrimination against
passengers by common carriers because of
race, color, creed, or national origin.

Bases: Race, color, creed, national origin.

Impact entities: Interstate common carriers or passengers
subject to the act.

Agency roles:

Independent: Interstate Commerce Commission.
Department of Justice.

Regulations: 49 C.F.R. 1055.

3. Federal Power Act of 1920, as amended

Citation: 49 Stat. 863, June 10, 1920,
16 U.S.C. 791a (1976).

Description: Prohibits discrimination in the use of recreation facilities at Federal Power Commission-licensed projects. Regulations to this effect were promulgated under the general policy and administrative rulemaking authorities vested in the Commission by the act.

Basess: Race, color, religious creed, national origin, physical handicap, sex.

Impact entities: Licensees of the Federal Power Commission.

Agency roles:

Independent: Federal Power Commission.

Regulations: 18 C.F.R. 2.7(b); (g).

The following laws require Federal departments and agencies to enforce nondiscrimination in public accommodations as part of broader nondiscrimination provisions. The number and program section in which the law is located in this staff study is provided.

4. Civil Rights Act of 1866--#1, Criminal and General Civil Remedy Programs.
5. Civil Rights Act of 1870--#2, Criminal and General Civil Remedy Programs.
6. Civil Rights Act of 1871--#3, Criminal and General Civil Remedy Programs.
7. Title IX, Civil Rights Act of 1964, as amended--#4, Criminal and General Civil Remedy Programs.
8. Criminal Conspiracy Against Rights of Citizens Act of 1909, as amended--#5, Criminal and General Civil Remedy Programs.
9. Criminal Deprivation of Rights Under Color of Law Act of 1909, as amended--#6, Criminal and General Civil Remedy Programs.

10. Title I, Civil Rights Act of 1968-- #8, Criminal and General Civil Remedy Programs.

VOTING AND JURY SERVICE PROGRAMS

1. Voting Rights Act of 1965, as amended

Citation: P.L. 89-110, Aug. 6, 1965, as amended by P.L. 94-73, Aug. 6, 1975, 42 U.S.C. 1973, et seq. (Supp. V, 1975).

Description: Requires that no State or political subdivision shall impose a voting qualification, standard, practice or procedure, or prerequisite for voting, to deny or abridge the right of any citizen of the United States to vote on account of race, color, age or because such person is a member of a language minority group.

Bases: Race, color, language minority group, age.

Impact entities: State and local governments.

Agency roles:

Independent: Departments of Commerce and Justice, the Civil Service Commission.

Regulations: 28 C.F.R. 51; 55.
45 C.F.R. 801, et seq.

2. Section 131, Civil Rights Act of 1957, as amended

Citation: P.L. 85-315, Sept. 9, 1957, as amended by P.L. 86-449, May 6, 1960, 42 U.S.C. 1971 (1970).

Description: States that all U.S. citizens who are otherwise qualified by law to vote at any election shall be entitled and allowed to vote at all such elections, without regard to race or color.

The Attorney General may institute a proper proceeding for preventive relief if there is reasonable cause to believe that any person has deprived

another person of the right to vote because of such person's race or color.

Bases: Race, color.

Impact entities: State and local governments.

Agency roles:

Independent: Department of Justice.

Regulations: None.

3. Title VIII, Civil Rights Act of 1964

Citation: P.L. 88-352, July 2, 1964,
42 U.S.C. 2000f (1970).

Description: Authorizes the Department of Commerce to compile registration and voting statistics in such geographic areas as may be recommended by the Commission on Civil Rights. Such information is to be collected and compiled at such times as the Congress prescribes.

Bases: Race, color, national origin, political affiliation.

Impact entities: State and local governments.

Agency roles:

Supervisory: Commission on Civil Rights.

Administering: Department of Commerce.

Regulations: None.

4. Jury Selection and Service Act of 1968, as amended

Citation: P.L. 90-274, Mar. 27, 1968, as amended by P.L. 92-269, Apr. 6, 1972, 28 U.S.C. 1861, et seq. (Supp. II, 1972).

Description: Assures that all litigants in Federal courts entitled to a trial by jury have the right to juries selected at random from a fair cross section of the community in the district

or division where the court convenes. The act states that all citizens shall have the opportunity to be considered for service on grand and petit juries in the district courts of the United States and shall have an obligation to serve as jurors when summoned.

The act prohibits any citizen from being excluded from service as a juror in the district courts of the United States on account of race, color, religion, sex, national origin, or economic status.

Bases: Race, color, national origin, religion, sex, economic status.

Impact entities: Federal district courts.

Agency roles:

Independent: Department of Justice.

Regulations: None.

The following laws require Federal departments and agencies to enforce nondiscrimination in voting and jury service as part of broader nondiscrimination provisions. The number and program section in which the law is located in this staff study is provided.

5. Civil Rights Act of 1870--#2, Criminal and General Civil Remedy Programs.
6. Civil Rights Act of 1871--#3, Criminal and General Civil Remedy Programs.
7. Title IX, Civil Rights Act of 1964, as amended--#4, Criminal and General Civil Remedy Programs.
8. Criminal Conspiracy Against Rights of Citizens Act of 1909, as amended--#5, Criminal and General Civil Remedy Programs.
9. Criminal Deprivation of Rights Under Color of Law Act of 1909, as amended--#6, Criminal and General Civil Remedy Programs.
10. Criminal Exclusion of Jurors on Account of Race or Color Act of 1875, as amended--#7, Criminal and General Civil Remedy Programs.

11. Title I, Civil Rights Act of 1968--#8, Criminal and General Civil Remedy Programs.
12. Title III, Voting Rights Act of 1965, as amended--#11, Criminal and General Civil Remedy Programs.
13. Title I, Voting Rights Act of 1965--#12, Criminal and General Civil Remedy Programs.

CRIMINAL AND GENERAL CIVIL REMEDY PROGRAMS

1. Civil Rights Act of 1866

Citation: 14 Stat. 27, Apr. 9, 1866,
42 U.S.C. 1982 (1970).

Description: Provides that, "All citizens of the United States shall have the same right, in every State and Territory, as is enjoyed by white citizens to inherit purchase, lease, sell, hold and convey real and personal property."

Bases: Race, color.

Impact entities: All entities engaged in real estate transactions.

Agency roles:

Independent: Department of Justice.

Regulations: None.

2. Civil Rights Act of 1870

Citation: 16 Stat. 144, May 31, 1870,
42 U.S.C. 1981 (1970).

Description: Provides that, "All persons within the jurisdiction of the United States shall have the same right in every State and Territory to make and enforce contracts, to sue, be parties, give evidence, and to the full and equal benefit of all laws and proceedings for the security of persons and property as is enjoyed by white citizens, and shall be subject to like punishment, pains, penalties, taxes, licenses, and exactions of every kind, and to no other."

Court decisions have held that this act applies only to discrimination based on race or color.

Bases: Race, color.

Impact entities: All persons and organizations.

Agency roles:

Independent: Department of Justice.

Regulations: None.

3. Civil Rights Act of 1871

Citation: 17 Stat. 13, Apr. 20, 1871,
42 U.S.C. 1983 (1970).

Description: Provides that, "Every person who, under color of statute, ordinance, regulation, custom, or usage, of any State or Territory, subjects, or causes to be subjected, any citizen of the United States or other person within the jurisdiction thereof to the deprivation of any rights, privileges, or immunities secured by the Constitution and laws, shall be liable to the party injured in an action at law, suit in equity, or other proceeding for redress."

Bases: All.

Impact entities: All persons and organizations.

Agency roles:

Independent: Department of Justice.

Regulations: None.

4. Title IX, Civil Rights Act of 1964, as amended

Citation: P.L. 88-352, July 2, 1964, as amended by
P.L. 92-318, June 23, 1972, 42 U.S.C.
2000h-2, (Supp. II, 1972).

Description: Provides that the Attorney General may intervene in an action at law or suit in equity against any person who, under any statute, ordinance, regulation, custom or usage of any State or Territory deprives another of his civil rights.

Bases: Race, color, religion, sex, national origin.

Impact entities: All persons and organizations.

Agency roles:

Independent: Department of Justice.

Regulations: None.

5. Criminal Conspiracy Against Rights of Citizens Act of 1909, as amended

Citation: 35 Stat. 1092, Mar. 4, 1909, as amended by P.L. 90-284, Apr. 11, 1968, 18 U.S.C. 241 (1976).

Description: Makes it illegal for two or more persons to conspire to injure, oppress, threaten, or intimidate any citizen in the free exercise or enjoyment of any right or privilege secured to him by the Constitution or laws of the United States, or because of his having so exercised the same.

Bases: All.

Impact entities: All persons and organizations.

Agency roles:

Independent: Department of Justice.

Regulations: None.

6. Criminal Deprivation of Rights Under Color of Law Act of 1909, as amended

Citation: 35 Stat. 1092, Mar. 4, 1909, as amended by P.L. 90-284, Apr. 11, 1968, 18 U.S.C. 242 (1976).

Description: Makes it illegal for a person to use any law, statute, ordinance, regulation, or custom to willfully subject any inhabitant of any State, Territory or District to the deprivation of any rights, privileges, or immunities secured or protected by the Constitution or laws of the United States because of race or color.

Bases: Race, color.

Impact entities: All persons and organizations.

Agency roles:

Independent: Department of Justice.

Regulations: None.

7. Criminal Exclusion of Jurors on Account of Race or Color Act of 1875, as amended

Citation: 18 Stat. 336, Mar. 1, 1875, as amended by 62 Stat. 696, June 25, 1948, 18 U.S.C. 243 (1976).

Description: Provides that no citizen possessing all other qualifications which are or may be prescribed by law shall be disqualified for service as a juror in any court of the United States or a State because of race or color.

Bases: Race, color.

Impact entities: Federal, State and local governments.

Agency roles:

Independent: Department of Justice.

Regulations: None.

8. Title I, Civil Rights Act of 1968

Citation: P.L. 90-284, Apr. 11, 1968, 18 U.S.C. 245 (1976).

Description: Authorizes the Attorney General to intervene in any action which has commenced in any court of the United States seeking relief from the denial of equal protection of the laws under the fourteenth amendment to the Constitution on account of race, color, religion, or national origin.

Bases: Race, color, religion, national origin.

Impact entities: All persons and organizations.

Agency roles:

Independent: Department of Justice.

Regulations: None.

9. An Act to Amend Title 18, United States Code

Citation: P.L. 94-453, Oct. 2, 1976,
18 U.S.C. 246 (1976).

Description: Makes it illegal for any person to deprive, attempt to deprive, or threaten to deprive another person of any employment position, work compensation, or other benefit provided or made possible in whole or in part by any Act of Congress appropriating funds for work relief or relief purposes because of the bases identified below.

Bases: Political affiliation, race, color, sex, religion, national origin.

Impact entities: All persons and organizations.

Agency roles:

Independent: Department of Justice.

Regulations: None.

10. Title IX, Civil Rights Act of 1968, as amended

Citation: P.L. 90-284, Apr. 11, 1968, as amended by
P.L. 93-383, Aug. 22, 1974, 42 U.S.C. 3631
(Supp. IV, 1974).

Description: Makes it illegal for any person to interfere with the right of another to participate in any Federally protected activity.

Bases: Race, color, religion, sex, national origin.

Impact entities: All persons and organizations.

Agency roles:

Independent: Department of Justice.

Regulations: None.

11. Title III, Voting Rights Act of 1965, as amended

Citation: P.L. 89-110, Aug. 6, 1965, as amended by P.L. 94-73, Aug. 6, 1975, 42 U.S.C. 1973 bb (Supp. V, 1975).

Description: Enforces the twenty-sixth amendment to the Constitution by prohibiting discrimination by State and local governments against persons 18 to 21 years of age in the exercise of their right to vote in Federal elections, and authorizes the Department of Justice to institute civil and criminal proceedings against offending jurisdictions.

Bases: Age.

Impact entities: State and local governments.

Agency roles:

Independent: Department of Justice.

Regulations: None.

12. Title I, Voting Rights Act of 1965

Citation: P.L. 89-110, Aug. 6, 1965, 42 U.S.C. 1973 (1970).

Description: Makes it illegal for any person to deprive another person of the right to vote.

Bases: Race, color.

Impact entities: State and local governments, private citizens.

Agency roles:

Independent: Department of Justice.

Regulations: None.

13. Sections 813 and 817, Civil Rights Act of 1968

Citation: P.L. 90-284, Apr. 11, 1968,
42 U.S.C. 3613 and 3617 (1970).

Description: Established the policy of the United States to provide, within constitutional limitations, for fair housing. Prohibits discrimination in the sale or rental, financing or provision of brokerage services for housing on the bases identified below.

Section 813 of the act authorizes the Attorney General to bring civil action in a U.S. district court requesting preventive relief when the rights granted by this act are violated.

Section 817 of the act makes it unlawful for any person to coerce, intimidate, threaten, or interfere with another person's enjoyment of the rights granted by the act.

Bases: Race, color, religion, national origin.

Impact entities: Individuals, private firms, Federal financial assistance recipients under housing grant programs.

Agency roles:

Independent: Department of Justice.

Regulations: None.

CHAPTER 3

RESEARCH, INVESTIGATIVE, INFORMATIONAL, AND ADMINISTRATIVE SUPPORT ACTIVITIES

In addition to the laws and Executive orders described in chapter 2, we identified a total of 54 research, investigative, and informational-type activities which deal with nondiscrimination or equal opportunity. These are listed below. Where applicable, we identified the department or agency responsible for administering the activity.

1. Advisory Committee on Sheltered Workshops (Labor).
2. Advisory Committee on Women to the Secretary of Labor.
3. Advisory Committee on Minority Enterprise (Commerce).
4. Advisory Council on Developing Institutions (Health, Education, and Welfare).
5. Aging Review Committee (Health, Education, and Welfare).
6. Alcohol Research Review Committee (Health, Education, and Welfare).
7. Board of Scientific Counsellors, National Institute on Mental Health (Health, Education, and Welfare).
8. Board of Scientific Counsellors, National Institute on Aging (Health, Education, and Welfare).
9. Census Advisory Committee on the Asian and Pacific Americans Population for the 1980 Census (Commerce).
10. Census Advisory Committee on the Black Population for the 1980 Census (Commerce).
11. Census Advisory Committee on the Spanish Origin for 1950 Census (Commerce).
12. Citizen's Advisory Committee on Civil Rights (Agriculture).
13. Citizen's Advisory Council on the Status of Women (Labor).
14. Civil Rights Commission.
15. Committee on Minority Participation in Earth Science and Mineral Engineering (Interior).

16. Community Alcoholism Services Review Committee (Health, Education, and Welfare).
17. Community Relations Service (Justice).
18. Defense Advisory Committee on Women in the Services (Defense).
19. Drug Abuse Demonstration Review Committee (Health, Education, and Welfare).
20. Drug Abuse Prevention Review Committee (Health, Education, and Welfare).
21. Drug Abuse Research Review Committee (Health, Education, and Welfare).
22. Drug Abuse Training Review Committee (Health, Education, and Welfare).
23. Federal Drug Administration/National Institute of Drug Abuse, Drug Abuse Research Advisory Council (Health, Education, and Welfare).
24. Federal Advisory Committee on Affirmative Action in Employment at Institutions of Higher Education (Labor).
25. Federal Council on Aging (Health, Education, and Welfare).
26. Hispanic Advisory Committee on Immigration and Naturalization (Justice).
27. Interagency Committee on Federal Activities for Alcohol Abuse and Alcoholism (Health, Education, and Welfare)
28. Interagency Committee on Handicapped Employees.
29. Mental Health Services Research Review Committee (Health, Education, and Welfare).
30. Mental Health Small Grant Committee (Health, Education, and Welfare).
31. Mental Retardation Research Committee (Health, Education, and Welfare).
32. Merit Review Board for Alcoholism and Drug Dependence Programs (Veterans Administration).

33. Minority Access to Research Careers Review Committee (Health, Education, and Welfare)
34. Minority Advisory Committee (Health, Education, and Welfare).
35. Minority Group Mental Health Programs Review Committee (Health, Education, and Welfare).
36. Minority Resource Center Advisory Committee (Transportation).
37. National Advisory Committee on the Handicapped (Health, Education, and Welfare).
38. National Advisory Council on Aging (Health, Education, and Welfare).
39. National Advisory Council on Alcohol Abuse and Alcoholism (Health, Education, and Welfare).
40. National Advisory Council on Bilingual Education (Health, Education, and Welfare).
41. National Advisory Council on Drug Abuse (Health, Education, and Welfare).
42. National Advisory Council on Equality of Educational Opportunity (Health, Education, and Welfare).
43. National Advisory Council on Services and Facilities for the Developmentally Disabled (Health, Education, and Welfare).
44. National Advisory Council on Women's Educational Programs (Health, Education, and Welfare).
45. National Advisory Mental Health Council (Health, Education, and Welfare).
46. National Commission on the Observance of International Women's Year.
47. National Minority Advisory Council on Criminal Justice (Justice).
48. National Panel on Alcohol, Drug Abuse and Mental Health (Health, Education, and Welfare).
49. Office of Management and Budget - Circular A-11 Program.

50. President's Advisory Council on Employment of the Handicapped.
51. President's Committee for Purchase from the Blind and Other Severely Handicapped.
52. President's Committee on Mental Retardation (Health, Education, and Welfare).
53. Rehabilitation Services National Advisory Committee (Health, Education, and Welfare).
54. Secretary's Advisory Committee on Rights and Responsibilities of Women (Health, Education, and Welfare).

SUMMARY OF LAWS AND EXECUTIVE ORDERS FOR NONDISCRIMINATION AND EQUAL OPPORTUNITY PROGRAMS

<u>Program area</u>	<u>No. of laws and Executive orders (note a)</u>	<u>No. of times prohibited basis of discrimination is mentioned in program category</u>											
		<u>Race</u>	<u>Color</u>	<u>Religion, creed belief</u>	<u>Sex</u>	<u>National origin</u>	<u>Marital status</u>	<u>Physical handicap</u>	<u>Political affiliation</u>	<u>Age</u>	<u>Moral belief or conviction</u>	<u>Economic status</u>	<u>Alien status</u>
Employment	65	47	43	37	43	38	3	13	1	12	3	3	1
Public Services, Benefits and Facilities Programs	31	21	20	15	19	18	2	8	6	7	2	3	1
Housing	18	14	14	9	8	11	3	6	2	4	2	2	1
Education	20	14	14	9	12	11	2	4	3	3	2	2	3
Credit	10	9	9	6	5	6	3	2	2	3	2	2	3
Public Accommodations	10	10	10	7	6	7	2	3	2	2	2	2	3
Voting and Jury Service Programs	13	12	12	5	4	7	2	2	3	4	2	3	3
Criminal and General Civil Remedy Programs	13	12	12	7	5	7	2	2	3	3	2	2	3

a/We identified a total of 87 citations to Federal laws and Executive orders for nondiscrimination and equal opportunity programs. Many of these citations affect more than one program area, and as a result, the number of laws and Executive orders in this column total more than 87.

APPENDIX II

APPENDIX II

FEDERAL CIVIL RIGHTS EXPENDITURES BY PROGRAM CATEGORY

Program category	Fiscal year			1978 Estimated
	1976	Transition quarter	1977 Estimated	
------(millions)-----				
Federal service equal employment opportunities:				
Department of Health, Education, and Welfare	\$.75	\$.19	\$.83	\$.86
Department of the Treasury	.35	.09	.40	.51
Civil Service Commission	<u>159.70</u>	<u>37.12</u>	<u>194.42</u>	<u>209.32</u>
Total	<u>\$160.80</u>	<u>\$37.40</u>	<u>\$.65</u>	<u>\$210.69</u>
Military service equal employment opportunities:				
Department of Defense	\$37.91	\$9.76	\$39.57	\$41.11
Department of Transportation	.42	.10	.43	.44
Total	<u>\$38.33</u>	<u>\$9.86</u>	<u>\$40.00</u>	<u>\$41.55</u>
Private sector equal employment opportunities:				
Department of Health, Education, and Welfare	\$ 9.98	\$ 2.28	\$ 9.03	\$ 6.05
Department of Justice	5.14	.60	4.78	5.64
Department of Labor	8.95	1.29	9.52	9.65
Department of Agriculture	5.66	1.46	6.17	5.05
Department of Commerce	1.03	.28	1.10	1.11
Federal Communications Commission	.35	.09	.41	.41
Department of Defense	7.91	1.93	8.95	11.09
Equal Employment Opportunity Commission	59.07	16.65	68.42	71.86
Small Business Administration	1.19	.48	1.91	2.18
Department of Housing and Urban Development	<u>5.08</u>	<u>1.89</u>	<u>4.27</u>	<u>5.36</u>
Total	<u>\$104.38</u>	<u>\$26.95</u>	<u>\$114.56</u>	<u>\$118.40</u>
Equal educational opportunity:				
Department of Justice	\$ 5.67	\$1.10	\$ 6.03	\$ 6.70
Department of Health, Education, and Welfare	13.50	3.29	18.24	19.24
Other	.47	.04	.46	.46
Total	<u>\$19.64</u>	<u>\$4.43</u>	<u>\$24.73</u>	<u>\$26.40</u>
Fair Housing:				
Department of Agriculture	\$.16	\$.04	\$.20	\$.20
Department of Defense	6.07	1.55	6.20	6.58
Department of Justice	2.11	.55	2.12	2.17
General Services Administration	.62	.20	1.00	1.10
Department of the Treasury	1.01	.25	1.16	1.67
Department of Housing and Urban Development	5.50	.89	7.32	6.98
Veterans Administration	1.02	.25	1.24	1.24
Other	.22	.07	.32	.33
Total	<u>\$16.71</u>	<u>\$3.80</u>	<u>\$19.56</u>	<u>\$20.27</u>
Research and information dissemination:				
Department of Agriculture	\$.16	\$.04	\$.16	\$.17
Department of Health, Education, and Welfare	1.02	.54	3.80	4.55
Commission on Civil Rights	<u>7.89</u>	<u>2.35</u>	<u>9.32</u>	<u>10.14</u>
Total	<u>\$9.07</u>	<u>\$2.93</u>	<u>\$13.28</u>	<u>\$14.86</u>

APPENDIX II

APPENDIX II

FEDERAL CIVIL RIGHTS EXPENDITURES BY PROGRAM CATEGORY

	1976	Fiscal year		1978
		Transition quarter	1977 Estimated	
------(millions)-----				
Conciliation and prevention of disputes:				
Department of Justice	\$ <u>4.09</u>	\$ <u>1.10</u>	\$ <u>4.45</u>	\$ <u>5.05</u>
Total	4.09	1.10	4.45	5.05
Enforcement and investigation:				
Department of Health, Education, and Welfare	\$.36	\$.48	\$ 1.62	\$ 1.62
Department of the Interior	1.64	.39	2.12	2.07
Department of Justice	6.86	2.87	7.84	7.73
Department of Labor	2.62	2.08	4.06	4.35
Department of Energy (formerly Energy Research and Develop- ment Administration)	2.00	.50	2.20	3.23
Environmental Protection Agency	.84	.21	.88	1.24
Department of Transportation	3.55	.74	3.88	4.20
General Services Administration	4.25	1.27	5.08	5.05
Civil Service Commission	<u>.06</u>	<u>.01</u>	<u>.06</u>	<u>.06</u>
Total	\$ <u>22.18</u>	\$ <u>8.55</u>	\$ <u>27.74</u>	\$ <u>29.55</u>
Total (note a)	<u>\$375.20</u>	<u>\$95.02</u>	<u>\$439.97</u>	<u>\$466.77</u>

a/Because of rounding, these totals do not agree with totals of appendixes III and IV. This information was provided to us by the Office of Management and Budget.

APPENDIX III

APPENDIX III

FEDERAL CIVIL RIGHTS EXPENDITURES BY TYPE OF ACTIVITY

TYPE OF ACTIVITY	1976	Fiscal year		1978 Estimated
		Transition quarter	1977 Estimated	
------(millions)-----				
Complaint conciliation:				
Department of Justice	\$ 4.09	\$ 1.10	\$ 4.47	\$ 5.00
Department of Housing and Urban Development	1.04	.28	1.42	1.46
Equal Employment Opportunity Commission	8.27	2.76	8.98	9.71
Civil Service Commission	<u>8.73</u>	<u>.25</u>	<u>12.67</u>	<u>12.56</u>
Total	<u>\$22.13</u>	<u>\$4.39</u>	<u>\$27.54</u>	<u>\$28.73</u>
Complaint investigation:				
Department of Justice	\$ 6.24	\$ 1.56	\$ 6.40	\$ 6.42
Department of Housing and Urban Development	3.03	.92	3.57	3.68
Department of Health, Education, and Welfare	6.09	2.62	9.26	10.12
Equal Employment Opportunity Commission	37.26	7.41	43.07	44.98
Federal Communications Commission	<u>.05</u>	<u>.01</u>	<u>.05</u>	<u>.05</u>
Total	<u>\$52.67</u>	<u>\$12.52</u>	<u>\$62.35</u>	<u>\$65.25</u>
Compliance review and monitoring:				
Department of Agriculture	\$ 6.00	\$1.54	\$ 6.53	\$ 5.44
Department of Commerce	1.03	.27	1.10	1.11
Department of Defense	12.34	3.05	13.44	15.78
Department of Health, Education, and Welfare	11.45	2.49	17.15	17.29
Department of the Interior	1.64	.39	2.12	2.07
Department of Justice	.10	.00	.16	.17
Department of Labor	6.77	1.87	7.22	7.42
Department of the Treasury	1.36	.34	1.56	2.18
Department of Energy (formerly Energy Research and Development Administration)	2.00	.50	2.20	3.23
Environmental Protection Agency	.84	.21	.88	1.24
Department of Transportation	3.49	.70	3.82	4.15
General Services Administration	4.87	1.47	6.08	6.15
Department of Housing and Urban Development	5.13	1.38	5.56	6.67
Veterans Administration	1.02	.25	1.24	1.24
Civil Service Commission	14.07	4.17	16.55	16.93
Federal Communications Commission	.19	.06	.23	.23
Small Business Administration	1.19	.48	1.91	2.19
Other Independent Agencies	<u>.69</u>	<u>.18</u>	<u>.78</u>	<u>.79</u>
Total	<u>\$74.18</u>	<u>\$19.35</u>	<u>\$88.53</u>	<u>\$94.28</u>
Legal Enforcement:				
Department of Justice	\$13.40	\$3.55	\$14.13	\$15.65
Department of Labor	2.77	1.00	4.21	4.35
Civil Service Commission	11.13	.07	13.19	13.34
Federal Communications Commission	<u>.02</u>	<u>.01</u>	<u>.03</u>	<u>.03</u>
Total	<u>\$27.32</u>	<u>\$4.63</u>	<u>\$31.56</u>	<u>\$33.37</u>

APPENDIX III

APPENDIX III

FEDERAL CIVIL RIGHTS EXPENDITURES BY TYPE OF ACTIVITY

	Fiscal year			1978 Estimated
	1976	Transition quarter	1977 Estimated	
----- (millions) -----				
Program direction, research and information dissemination:				
Department of Health, Education, and Welfare	\$ 5.99	\$.00	\$ 2.74	\$ 1.74
Department of Housing and Urban Development	1.13	.14	.76	.78
Commission on Civil Rights	7.89	2.35	9.32	10.14
Equal Employment Opportunity Commission	13.53	6.47	16.37	17.18
Federal Communications Commission	.10	.01	.10	.10
Department of Defense	1.63	.43	1.71	1.89
Department of Transportation	.05	.01	.06	.05
Department of Justice	.04	.01	.05	.05
Civil Service Commission	<u>52.28</u>	<u>16.37</u>	<u>73.93</u>	<u>77.96</u>
Total	<u>\$82.64</u>	<u>\$25.79</u>	<u>\$105.04</u>	<u>\$109.89</u>
Technical assistance:				
Department of Health, Education, and Welfare	\$.18	\$.05	\$.19	\$.20
Department of Labor	2.03	.51	2.14	2.23
Department of Housing and Urban Development	.25	.07	.28	.29
Civil Service Commission	<u>3.33</u>	<u>.19</u>	<u>4.56</u>	<u>5.03</u>
Total	<u>\$5.79</u>	<u>\$.82</u>	<u>\$7.17</u>	<u>\$7.75</u>
Military service equal opportunities:				
Department of Defense	\$ 37.90	\$ 9.76	\$ 39.57	\$ 41.12
Department of Transportation	.43	.10	.43	.43
Total	<u>\$ 38.33</u>	<u>\$ 9.86</u>	<u>\$ 40.00</u>	<u>\$ 41.55</u>
Upward mobility:	<u>\$ 72.12</u>	<u>\$17.64</u>	<u>\$ 79.64</u>	<u>\$ 85.98</u>
Total (note a)	<u>\$375.18</u>	<u>\$95.00</u>	<u>\$441.83</u>	<u>\$466.80</u>

a/ Because of rounding, these totals do not agree with totals of appendixes II and IV. This information was provided to us by the Office of Management and Budget.

APPENDIX IV

APPENDIX IV

FEDERAL CIVIL RIGHTS EXPENDITURES BY DEPARTMENT AND AGENCY

<u>Department or agency</u>	<u>1976</u>	<u>Fiscal year</u>		<u>1978</u>
		<u>Transition</u>	<u>1977</u>	
		<u>quarter</u>	<u>Estimated</u>	<u>Estimated</u>
	------(millions)-----			
Department of Agriculture	\$ 6.00	\$ 1.54	\$ 6.53	\$ 5.44
Department of Commerce	1.03	.27	1.10	1.11
Department of Defense	51.89	13.24	54.72	58.79
Department of Health, Education, and Welfare	23.71	5.15	29.63	29.65
Department of Housing and Urban Development	10.58	2.78	11.59	12.34
Department of the Interior	1.64	.39	2.12	2.07
Department of Justice	23.87	6.22	25.07	27.29
Department of Labor	11.57	3.37	13.58	14.00
Department of Transportation	3.97	.83	4.31	4.64
Department of the Treasury	1.36	.34	1.56	2.18
Civil Service Commission	161.66	38.71	200.56	212.06
Commission on Civil Rights	7.89	2.35	9.32	10.14
Department of Energy	2.00	.50	2.20	3.23
Environmental Protection Agency	.84	.21	.88	1.24
Equal Employment Opportunity Commission	59.07	16.65	68.42	71.86
Federal Communications Commission	.35	.09	.40	.41
General Services Administration	4.87	1.47	6.08	6.15
Small Business Administration	1.19	.48	1.91	2.19
Veterans Administration	1.02	.25	1.24	1.24
Other independent agencies	.69	.18	.78	.79
Total	\$375.20	\$95.02	\$442.00	\$466.82

a/Because of rounding, these totals do not agree with totals of appendixes II and III. This information was provided to us by the Office of Management and Budget.

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