

1-B | WHAT CLASSES ARE PROTECTED UNDER TITLE VII?

The following classes are protected under 42 U.S.C. § 2000e-2:

1. Race.
2. Color.
3. Religion.
4. Sex (which includes sexual harassment⁷ and discrimination based on pregnancy, childbirth or related medical conditions.⁸).
5. National origin.

*(American Bar Association // Section of Labor and Employment Law
Equal Employment Opportunity Committee // EEO Law Basics // Spring 2006)*

Footnotes

⁷ See Chapter on Sexual Harassment.

⁸ Title VII was amended in 1978 to prohibit discrimination based on pregnancy, childbirth, and related medical conditions. 42 U.S.C. §2000e(k). This statutory provision is referred to as the Pregnancy Discrimination Act (“PDA”).

