

## **Civil Rights Act of 1964, Title VII, excerpt**

*The Civil Rights Act of 1964 prohibited unequal application of voter registration requirements and racial segregation in schools and public accommodations. Title VII prohibited employment discrimination. It applied to private and public employers with at least fifteen employees, including the federal government, employment agencies, and labor organizations. Title VII prohibited religious employers from discriminating on the basis of race, color, sex, or national origin, but it exempted “religious organizations” and “religious educational institutions” from the ban on religious discrimination. Many different stories have been told about the inclusion of “sex” in the Civil Rights Act, but it is clear that women’s organizations were divided at the time on whether prohibiting sex classifications in the law would undermine the protective legislation that had been passed to benefit women since the early 20<sup>th</sup> century. They were also increasingly divided on whether those laws offered benefits to working women or denied them opportunities to increase their wages and access opportunities for promotion. The Civil Rights Act was signed by President Johnson on July 2, 1964. Title VII was and is enforced by the Equal Employment Opportunity Commission.*

## **UNLAWFUL EMPLOYMENT PRACTICES**

SEC. 2000e-2. [Section 703]

### (a) Employer practices

It shall be an unlawful employment practice for an employer -

(1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual’s race, color, religion, sex, or national origin; or

(2) to limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, sex, or national origin.