



Title VII of the Civil Rights Act of 1964

50th Anniversary

July 2, 1964 – July 2, 2014



"The events in Birmingham and elsewhere have so increased the cries for equality that no city or State or legislative body can prudently choose to ignore them....We face, therefore a moral crisis as a country and as a people. It cannot be met by repressive police action. It cannot be left to increased demonstrations in the streets....It is time to act in the Congress, in your State and local legislative body and, above all, in our daily lives... Next week I shall ask the Congress of the United States to act, to make a commitment it has not fully made in this century to the proposition that race has no place in American life or law.



President John
F. Kennedy

June 11, 1963







"We have talked long enough in this country about civil rights. It is time to write the next chapter and to write it in the books of law...No eulogy could more eloquently honor President Kennedy's memory than the earliest passage of the civil rights bill for which he fought so long."



President Lyndon B. Johnson
November 27, 1963





Civil Rights Act of 1964

Title VII prohibits employment discrimination based on

Race
Sex
Color
Religion
National Origin



Civil Rights Act of 1964

Created the Equal Employment Opportunity Commission:

A five-member, bipartisan commission

Mission to eliminate unlawful employment discrimination





Franklin D. Roosevelt, Jr.
was the first Chairman of the
Equal Employment
Opportunity Commission.

He served from May 26, 1965
to May 11, 1966.



Equal Employment Opportunity Commission

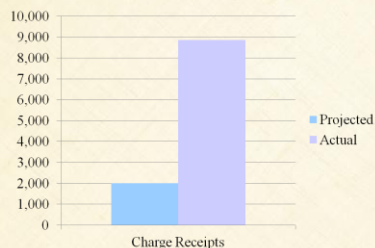
July 2, 1965 opens with budget of 2.25 million and
approximately 190 employees.

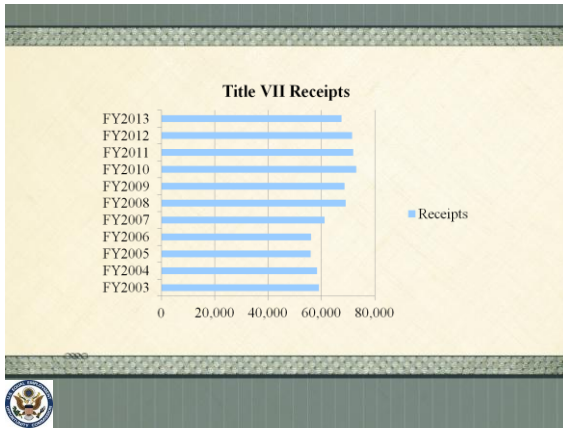
Receive and investigate charges of unlawful
employment practices, determine if reasonable
cause exists, and if agency determines a violation
of the law has occurred, to attempt to reach a
voluntary settlement through conciliation.

EEOC has no authority to bring lawsuits on its own.



Equal Employment Opportunity Commission





Title VII Amendments

Equal Employment Opportunity Act of 1972

Pregnancy Discrimination Act of 1978

Civil Rights Act of 1991

Title VII Significant Supreme Court Cases

FY14 Title VII

- Litigation
- Resolution



Recent Significant Cases

- *EEOC v. Cintas (2004)*
- *EEOC v. Boh Brothers Construction Co. (2009)*
- *EEOC v. Kaplan Higher Education (2010)*
 - *EEOC v. BMW*
 - *EEOC v. Dollar General*
- *EEOC v. Mach Mining (2011)*
- *Macy v. U. S. Dept. Of Justice (2012)*



Supreme Court Cases

- Court ruled on both June 24, 2013
 - *Vance v. Ball State University*
 - *University of Texas Southwestern Medical Center v. Nassar*



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