



## >> Race Discrimination

Under Title VII, equal employment opportunity cannot be denied any person because of their racial group or perceived racial group, their race-linked characteristics (e.g., hair texture, color, facial features), or because their marriage to or association with someone of a particular race or color. Employment decisions based on stereotypes and assumptions about abilities, traits, or the performance of individuals of certain racial groups is also prohibited.

Title VII's prohibition of race discrimination generally encompasses:

**Ancestry:** Employment discrimination because of racial or ethnic ancestry.

**Physical Characteristics:** Employment discrimination based on a person's physical characteristics associated with race, such as a person's color, hair, facial features, height and weight.

**Race-linked Illness:** Discrimination based on race-linked illnesses. For example, sickle cell anemia is a genetically-transmitted disease that affects primarily persons of African descent.

**Culture:** Title VII prohibits employment discrimination against a person because of cultural characteristics often linked to race or ethnicity, such as a person's name, cultural dress and grooming practices, or accent or manner of speech.

**Perception:** Employment discrimination against an individual based on a belief that the individual is a member of a particular racial group, regardless of how the individual identifies himself.

**Association:** Employment discrimination against an individual because of his/her association with someone of a particular race.

**Subgroup:** Title VII prohibits discrimination against a subgroup of persons in a racial group because they have certain attributes in addition to their race. Thus, for example, it would violate Title VII for an employer to reject Black women with preschool age children, while not rejecting other women with preschool age children.

**"Reverse" Race Discrimination:** Title VII prohibits race discrimination against all persons, including Caucasians.

Harassment on the basis of race and/or color violates Title VII. Ethnic slurs, racial "jokes," offensive or derogatory comments, or other verbal or physical conduct based on an individual's race/color constitutes unlawful harassment if the conduct creates an intimidating, hostile, or offensive working environment, or interferes with the individual's work performance.