

# Title vii of the civil rights act

Law



VII: For Whom Coverage VII of the Civil Rights Act covers most employers in United States and any organizations meeting any criteria with laws and regulations of broad based discriminations, race/national origin discrimination, gender/sex discrimination, age discrimination and disability discrimination which includes all private employers with 15 or more persons who are employed 20 or more weeks a year; all educational institutions, both public and private; state and local governments; public and private employment agencies; labor unions with 15 or more members and Joint labor/management committees for apprenticeship and training (Mathis & Jackson, 2008 and Guerin & DelPo, 2009).

#### Exception to the Coverage

However there are some exceptions allowing some of the employers to escape the coverage of Title VII. According to Shilling (2008) some businesses with 15 or more employees may escape coverage if the business does not affect commerce as per the definition of " employer" in 42 USC 2000 c (b). Educational institutions sponsored by religious organization, aliens or employer without legal worker status in US, national security, bona fide seniority or merit systems under 42 USC 2000e-2(h) are also not covered under Title VII of the Civil Rights Act.

#### References

1. Guerin, Lisa and DelPo, Amy (2009) The Essential Guide to Federal Employment Laws, Ed 2nd, Nolo, United States, pp 403
2. Mathis, L. Robert and Jackson, H. John (2008) Human Resource Management, Ed 12th, Cengage Learning, United States, pp105-107
3. Shilling, Dana (2008) Complete Guide to Human Resources and the Law 2009, Aspen Publishers Online, United States, pp 34-6  
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