

## Federal Government Table of Protected Bases

BASES	FEDERAL EMPLOYMENT	ASSISTED PROGRAMS	CONDUCTED PROGRAMS
race, color, national origin	Title VII of the Civil Rights Act of 1964 Civil Service Reform Act of 1978	Title VI of the Civil Rights Act of 1964	7 C.F.R. § 15d Executive Order 13160 (education and training programs and activities) Equal Credit Opportunity Act (credit transactions)
sex	Title VII of the Civil Rights Act of 1964 Civil Service Reform Act of 1978	Title IX of the Education Amendments Act of 1972 (education and training programs and activities)	7 C.F.R. § 15d Executive Order 13160 (education and training programs and activities) Equal Credit Opportunity Act (credit transactions)
age	Age Discrimination in Employment Act (40 years or older) Civil Service Reform Act of 1978	Age Discrimination Act of 1975	7 C.F.R. § 15d Executive Order 13160 (education and training programs and activities) Equal Credit Opportunity Act (credit transactions)
disability	Section 501 and 505 of the Rehabilitation Act of 1973 Civil Service Reform Act of 1978	Section 504 of the Rehabilitation Act of 1973	Section 504 of the Rehabilitation Act of 1973 7 C.F.R. § 15d Executive Order 13160 (education and training programs and activities)
political beliefs/political affiliation	“political affiliation” Civil Service Reform Act of 1978	“political beliefs” applies to Food Stamp programs only	not applicable except with respect to Federal employment
sexual orientation	Civil Service Reform Act of 1978 (conduct not adversely affecting performance) Executive Order 13087 amending Executive Order 11478	not applicable	7 C.F.R. § 15d Executive Order 13160 (education and training programs and activities)

all or part of income derived from public assistance	not applicable	not applicable	7 C.F.R. § 15d Equal Credit Opportunity Act  (credit transactions)
religion/religious creed	“religion” Title VII of the Civil Rights Act of 1964 “religion” Civil Service Reform Act of 1978	“religious creed” applies to Food Stamp programs only	“religion” 7 C.F.R. § 15d Executive Order 13160 (education and training programs and activities) Equal Credit Opportunity Act (credit transactions)
familial/parental status	“status as a parent” Executive Order 13152 amending Executive Order 11478	not applicable	“familial” 7 C.F.R. § 15d “status as a parent” Executive Order 13160 (education and training programs and activities)
marital status	“marital status” Civil Service Reform Act of 1978	not applicable	7 C.F.R. § 15d Equal Credit Opportunity Act (credit transactions)
genetic information	Executive Order 13145	not applicable	not applicable except with respect to Federal employment
retaliation	Title VII of the Civil Rights Act of 1964 Civil Service Reform Act of 1978	applicable to all assisted program statutes	7 C.F.R. § 15d
limited English proficiency	Executive Order 13166	Title VI of the Civil Rights Act of 1964 Executive Order 13166	Executive Order 13166