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If respondent's conduct
is not unlawful under one
of the theories of
discrimination discussed
in this section, the EOS
may inform the charging

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party that respondent's actions may be subject to challenge under

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Civil Rights Act of 1964

which prohibits
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discrimination on the

basis of race, color,

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two theories are laid out:

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discrimination in
employment is illegal
when the treatment is
based on a personal
characteristic or status
such as sex or race which
is protected under anti
discrimination laws since
the law prohibits

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specifically companies
cannot legally
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employee because of that
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religion sex including
gender identity sexual
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