

Federal Employment Discrimination

The federal government is rightfully considered one of the most sensitive employers when it comes to issues of employment discrimination. It is well known that because the federal government makes employment law, it must follow employment law. Unfortunately, even the government dedicating to upholding each individual's civil rights sometimes violates them. But federal employment discrimination is the easiest employment discrimination to remedy. Roughly two thirds of the Equal Opportunity Cases handled by the federal employment law firm Snider and Fischer, LLC, are brought against the federal agencies.

Federal employment law is a large specialty of the much larger field of general employment law. There are very few differences between federal employment law and general employment law as far as the law is concerned. Title VII of the Civil Rights Act, the Rehabilitation Act of 1973, the Age Discrimination in Employment Act, and the Equal Pay Act are only some of the "enabling statutes" that form the basis for federal employment discrimination law, and which are relied upon by federal employment discrimination attorneys.

Federal employment discrimination can take as many forms as exists under discrimination law. There have been federal employment discrimination suits that cite discrimination on the basis of the "old favorites", race, gender religion, and national origin. The basis for the discrimination law in these areas originates in the Constitution of the United States.

The newest form of discrimination law was instituted with the passing of the Americans with Disabilities Act. This law prohibits discrimination on the basis of a disability. Federal employment law, indeed all employment law, requires that employees with a legitimate disability must be offered a reasonable accommodation in their working conditions which will allow them to work in spite of their disability. Federal employment lawyers recognize many conditions constitute protected disabilities. Federal employment discrimination suits have been brought on the basis of heat triggered migraines, osteoarthritis, and bi-polar disorder, to name a few. Discrimination law establishes any permanent condition which "substantially affects" a major life activity as a protected disability. Federal employment lawyers will continue to help federal employees fight federal employment discrimination, so that our federal government can live up to the high standard it has set for itself.