

# Civil Rights: Legislation

## The Civil Rights Act of 1964

- Prohibited discrimination against any person on grounds of race, color, religion, national origin, sex, or physical disability in any federally funded programs.
- Forbid employers to discriminate against any person on grounds of race, color, religion, sex, physical disability, or age in job-related matters.

## The Civil Rights Act of 1968

- Often referred to as the Open Housing Act.
- Forbids anyone to refuse to sell or rent a dwelling to any person on grounds of race, color, religion, national origin, sex, or disability.
- Strengthened in 1988 by allowing the Justice Department to bring criminal charges against those who violate the terms of the act.



Go To  
Section:

1

2

3

4

Chapter 21, Section 3

Prentice  
Hall

# Civil Rights: Legislation

## The Voting Rights Act of 1965

- Applies to all elections held at federal, state, and local level
- Eliminates poll tax and literacy tests
- Requires preclearance of changes to a states voting laws, redistricting, changes to polling places, deadlines for voting and counting ballots
- Re-authorized in 1970, 1975, 1982, and 2006
- Supreme Court removed preclearance requirement in Shelby County v. Holder, in 2013

# Affirmative Action

**Affirmative Action** is a policy that requires most employers to take positive steps to remedy the effects of past discriminations.

- all the agencies of the Federal Government
- all the States and their local governments
- private employers who sell goods or services to any agency of the Federal Government.
- Beginning in 1965, **affirmative action** programs established guidelines and timetables for overcoming past discriminations.
- Many employers hire certain workers due to their minority backgrounds or gender. Such rules requiring specific numbers of jobs or promotions for members of certain groups are called **quotas**.



Go To  
Section:

1

2

3

4

Chapter 21, Section 3

Prentice  
Hall

# Affirmative Action Cases and Measures

## *Regents of the University of California v. Bakke, 1978*

- Allan Bakke sued the University of California for **reverse** discrimination



Go To  
Section:

1

2

3

4

Chapter 21, Section 3

Prentice  
Hall