

CIVIL RIGHTS ACT OF 1964

How Women Were Affected by the Act

On July 2, 1964, President Lyndon Johnson signed the Civil Rights Act of 1964 into law. Although the Act originally began as a way to end discrimination against African-Americans, the final bill also banned discrimination against women.

How women came to be included in the Act is very interesting. A Congressman, who was



against the Act, added gender discrimination to the bill thinking that his

fellow lawmakers would never vote for equal rights for women!

Title VII.

The section of the Civil Rights Act called Title VII is about fairness in the workplace. Employers need to be able to hire people who have the skills or education they need for the jobs that they have available. Title VII says that when employers get ready to hire or promote someone, the employer may not make race or gender part of the qualifications. Men and women were to be paid equal wages for equal work. Women could not be discriminated against for being pregnant or for being the mothers of small children.

> In 1975, a ban on age discrimination was added to Title VII. This law says that

employers have to be fair to older people in the workplace. While employers are entitled to have the best people possible filling the jobs in their workplaces, age cannot be a factor for firing or demoting a person.

> In 1990, the American with Disabilities Act was added to the Civil Rights Act. This law ensures that a person's disability is not a factor for getting a job or getting a promotion at work if the person is able to do the job.

Title IX.

Title IX was added to the Civil Rights Act in 1972. Title IX stated that no one could be excluded from participating from any educational program or activity because of gender. Although school activities are never mentioned in this law, that is where it has had the greatest impact. Now public high schools and colleges must offer an equal number of sports and extracurricular activities for boys and girls.



LEARN MORE

- 1 Look in the Sports section of your newspaper. What kinds of sports are girls participating in your community? Why is this important to your community?
- 2 Do you think there should be an equal number of sports offered for boys and girls in high school and college? Why or why not?
- 3 Interview a woman who was in high school before the 1980s and ask what kinds of sports programs were available in her high school for women as compared to men. Ask how she felt about that. How do you feel about equal opportunities for boys and girls to participate in high school and college sports?
- 4 Look up information about age discrimination and the Americans with Disabilities Act? Why were these important additions to the Civil Rights Act of 1964?



QUIZ YOURSELF!

- 1 Which U.S. President signed the Civil Rights Act of 1964 into law?
- 2 What does the section called Title VII protect?
- 3 How does the section called Title IX impact your local high school?
- 4 What are two later additions to Title VII mentioned in this article?

Missouri Learning Standards:
CCSS.ELA-Literacy.CCRA.R.1, CCSS.ELA-Literacy.CCRA.R.2, CCSS.ELA-Literacy.CCRA.R.3, CCSS.ELA-Literacy.CCRA.R.10