

## **THE ERA IS NOT NEEDED TO PROTECT WOMEN'S RIGHTS IN THE WORKPLACE!**

Why? Because Federal and State Laws have already mandated this over the past several decades. Please review the laws below.

### **WOMEN IN THE WORKPLACE**

In her 1977 book, "Sex Bias in the U.S. Code," Ruth Bader Ginsburg (in over 230 pages) points to **NO LAWS THAT MUST BE CHANGED TO HELP WOMEN IN THE WORKPLACE!!**

#### **Women already have these laws in place to protect their rights:**

- Equal Pay Act of 1963
- Civil Rights Act of 1964
- Executive Order 11246
- Equal Employment Opportunity Act of 1972
- Title VII of EEOC
- Higher Education Act of 1972
- Fair Employment Opportunity Act of Illinois
- Education Amendments of 1972
- Title IX of 1975
- Exceptions to Title IX
- Depository Institutions Amendments Act of 1972
- Federal Equal Credit Opportunities Act of October 28, 1975
- Consumer Credit Protection Act of 1976
- Illinois Human Rights Act
- **Illinois Equal Pay Act of 2003**
- Illinois Constitutional Provisions -- Bill of Rights
  - Section 2 states: "No person shall be deprived of life, liberty or property without due process of law nor be denied the equal protection of the laws."
  - Section 17 states: "All person shall have the right to be free from discrimination on the basis of race, color, creed, national ancestry and sex in the hiring and promotion practices of any employer or in the sale or rental of property."
- "These rights are enforceable without action by the General Assembly, but the General Assembly by law may establish reasonable exemptions relating to these rights and provide additional remedies for their violation."
- Section 18 states: "The equal protection of the laws shall not be denied or abridged on account of sex by the State or its units of local government."