

Race and Color Discrimination

Equal Employment Opportunity (EEO) in Registered Apprenticeship (RA)

For over 50 years, federal law has protected workers from discrimination based on race or color. The apprenticeship EEO regulations also protect apprentices and applicants for apprenticeship from discrimination based on race or color.

Apprentices and applicants can't be discriminated against based on their **race or color** during:

- Hiring
- Termination
- Promotion
- Compensation
- Job Training
- Any other term, condition, or privilege of employment



Everyone is protected from race or color discrimination, including persons of more than one race. Race or color discrimination can occur between persons of different races or between individuals who are of the same race.



What does racial discrimination include?

It includes discrimination based on **ancestry or physical or cultural characteristics** associated with a certain race, such as hair texture, hair styles, or certain facial features.



What does discrimination based on color include?

Color includes **skin color, pigmentation, complexion, and shade or tone**, regardless of race. Thus, color discrimination occurs when a person is discriminated against based on the lightness, darkness, or other color characteristics of their skin.



What does harassment based on race or color include? When is it illegal?

Harassment can include racial slurs, offensive or derogatory remarks about a person's race or color, or the display of racially offensive symbols. Harassment is illegal when it is **so frequent or severe that it creates a hostile work environment** or when it results in an adverse employment decision (such as the victim being fired or demoted).



For more information about race and color EEO protections: Visit the [Race & Color](#) page on Apprenticeship.gov for additional information and resources.



How to file a complaint: If you are an apprentice or an applicant and believe that you have been discriminated against based on a disability, see [Complaints Information](#) on Apprenticeship.gov for next steps.

