

Sex Discrimination

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

Sex discrimination involves treating an applicant or apprentice unfavorably because of that individual's sex. Everyone is protected from sex discrimination. Sex (i.e., male, female, or intersex) assigned at birth is based on a combination of a baby's biological characteristics, including chromosomes, hormones, and reproductive organs, and is originally documented on a person's birth certificate.

Federal law protects applicants and apprentices from **discrimination based on sex**, which also includes:

- Pregnancy
- Sexual Orientation
- Gender Identity



Sex discrimination is prohibited in every aspect of employment and apprenticeship programs. This includes recruiting, hiring, and advancement; wages and benefits; work assignments; discipline, layoffs, and discharge; provision of related instruction; and any other term, condition, or privilege of employment or apprenticeship.

What are three federal laws that are enforced to protect applicants and apprentices who are pregnant?



- Title VII of the Civil Rights Act of 1964
- Pregnant Workers Fairness Act
- Americans with Disabilities Act



Are apprentices protected from discrimination based on gender identity?

Those who openly identify as transgender, femme, masculine, or non-binary are protected from discrimination based on gender identity as well as anyone who might express their gender in any way that does not conform to preconceived notions about gender expression.



What are the occupations that saw the *largest increases* in female apprentices between 2014 and 2022¹?

- Truck Driver
- Pharmacy Specialist
- Electrician
- Nurse Assistant
- Childcare Development Specialist



For more information about EEO protections based on sex: Visit the [Sex](#) 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.



¹Source: [Women in Apprenticeship](#), August 2022