



## **ANTI-DISCRIMINATION LAWS**

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**EVALUATION**

**Substantive Rights and Protections**

**FAMILY AND MEDICAL LEAVE ACT OF 1993  
(FMLA)**

**Substantive Rights**

The Library, like both GAO and GPO, is covered by the civil service provisions of the FMLA<sup>1</sup> and by OPM's FMLA regulations,<sup>2</sup> which are described in the section of this study on GAO. The



## **OCCUPATIONAL SAFETY AND HEALTH ACT (OSHA)**

### **Substantive Rights**

The Librd2y is currently covered by section 19 of OSHA<sup>1</sup>, as well as the related provisions of 5 U.S.C. 7902, which require the establishment and maintenance of a comprehensive occupational safety and health progrdm. These provisions are the same as those applicable to GAO, and the requirements of these provisions d2e described in the GAO portion of this study.





**UNIFORMED SERVICES EMPLOYMENT  
AND REEMPLOYMENT RIGHTS ACT OF 1994  
(USERRA)**

**Substantive Rights**





## **CONCLUSIONS**

### **Substantive Rights**



The Library also suggested that its employees who allege any FMLA violations be able to seek a



















members of the safety and health committee, should be commended. Of the deficiencies noted in these buildings, almost none were in area 7 within control of the Library.”<sup>1</sup>

















As explained in the sections on GAO and GPO, a jury trial may be requested in civil actions under Title VII or the ADA if the plaintiff seeks compensatory damages, but a jury trial is not available in an EPA action, and probably not in an ADEA action, brought against a federal agency. Library employees, like GAO and GPO employees, may not be able to bring a civil action in case of retaliation for exercising ADEA or ADA rights. However, as retaliation is forbidden under applicable Library regulations,<sup>1</sup> Library employees may seek protection through available administrative procedures.

### **Relief**

The relief available in a discrimination case brought by a Library employee is the same as for a GAO or GPO employee, and is generally the same as is available to other legislative branch employees covered under the CAA. In appropriate cases, this may include reinstatement or

