

**Race Discrimination Act  
Title VII of the Civil Rights Act of 1964**

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Race discrimination in America is a tale as old as time that has yet to come to an end. Still to this day blacks and people of color continue to suffer in America from not receiving equal pay and opportunities in the workplace to simply not being hired or promoted at all. That is why we have an act called the Race Discrimination Act. What is the Race Discrimination Act? It is a crucial legislative instrument designed to combat and eliminate racial discrimination. The law forbids race discrimination regarding employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and other terms and conditions (EEOC). This act falls under Title VII of the Civil Rights Act of 1964 and is enforced by the Equal Employment Opportunity Commission (EEOC). In this paper, I will discuss some past court cases of race discrimination and the filing process.

In the twentieth century, blacks and brown people still face an abundance of discrimination in the world, and the Racial Discrimination Act legislation can take a step in the right direction in ending this discrimination in the workplace. It not only protects the employees, but it also protects the employers. Depending on the level you are employed whether that be Federal or state there is a process one must go through to report racial discrimination. On a state level, an employee would first gather their evidence for their case. A racial discrimination lawsuit is not an easy win, and it requires a significant amount of evidence to prove that Race was indeed the factor for not receiving a job, a pay raise, a promotion, etc. It is important to keep a record of any discriminatory comments, actions, and behaviors directed at you (Team, 2023). The next

step would be filing a complaint with the appropriate agency. Each state has a different agency that is the primary agency. These agencies are responsible for handling workplace discrimination. Step three would be to consult with an employment attorney it is important to consult with attorneys before because they handle so much of the case. They ensure your rights are protected; these attorneys will comb through everything before it is time to appear in court. After consulting with an attorney, a person will choose between options that the appropriate agency called Mediation and Settlement. Mediation provides an opportunity to resolve the dispute through negotiation if both parties are satisfied, they can proceed to the next step (Team, 2023). If that step does not work, then you will move to filing a lawsuit. The process is pretty lengthy, and the steps may have changed a little depending on the state you are in.

There are tons of cases of racial discrimination by employers some were successful for the defendant while others did not go the way the plaintiff. Here I will highlight a couple of cases such as McClain V. Lufkin Industries Inc., Yarbrough, et al. v Glow Networks, Inc., and O'Bannon v. Friedman's. The McClain V. Lurkin case is one of the oldest cases on the docket. This case is a race discrimination case brought by African American hourly and salary employees. Originally the district court entered judgment requiring Lufkin liable and found him to pay back \$3.4 million and a couple of years later the injunctive relief order was reversed due to the lack of evidence. In the Yarbrough, et al V Glow network case, the jury delivered a \$70 million verdict in favor of 10 employees (Bachman, 2022). Due to the significant amount of evidence, the jury was able to determine that the employees had subjected them to unlawful discrimination.

Cases of this nature can go either way and need a good amount of evidence and strong evidence to fall in the favor of those who are suing.

In conclusion, the Race discrimination act plays a crucial part in promoting social cohe

## Resources

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