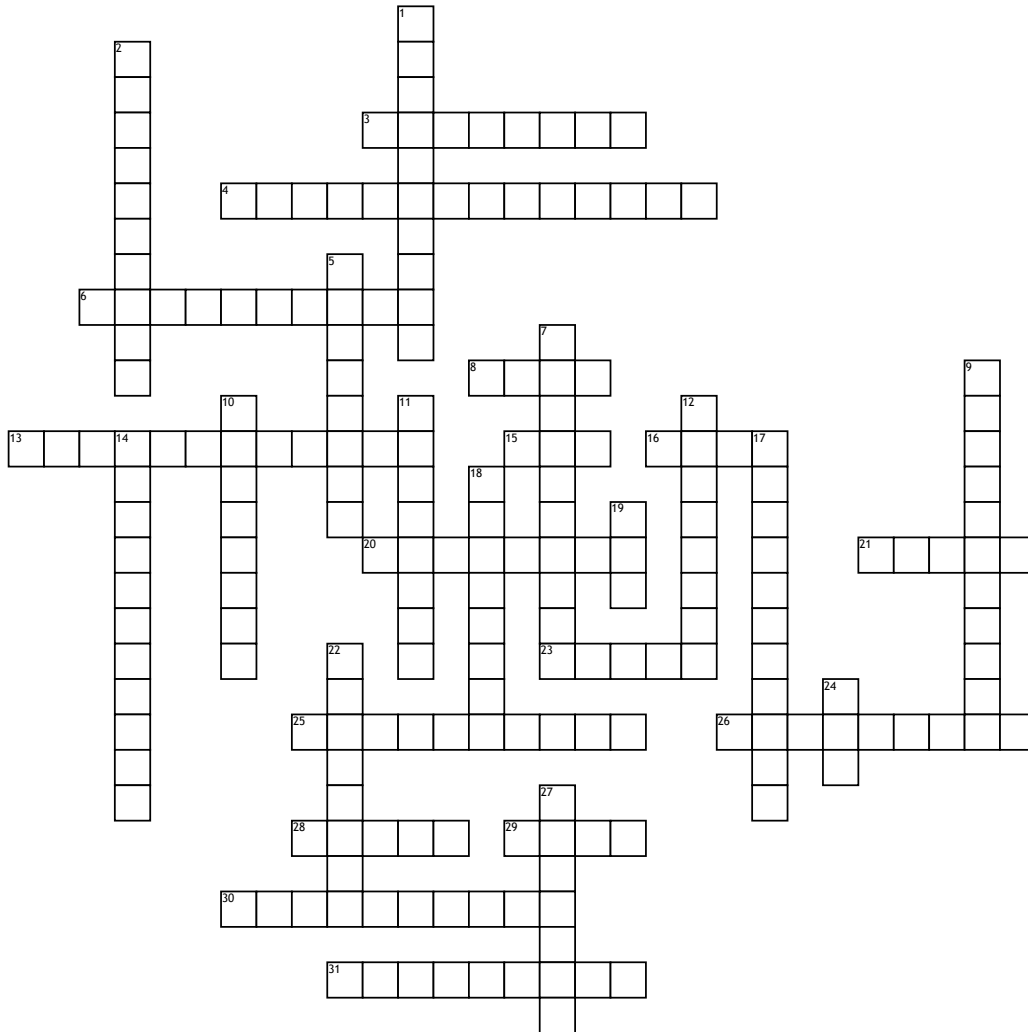


TWC Civil Rights Division Learning Activity



Across

- 3. _____ origin discrimination in employment includes discriminatory actions such as a "Speak English-Only" rule
- 4. Unfair treatment of an individual on the basis of their membership in a protected class
- 6. A person accused of a violation in a complaint involving a discriminatory practice in employment or housing
- 8. Discrimination on the bases of immutable character associated with skin color, hair texture, or certain facial features
- 13. Informal negotiations among an aggrieved person, respondent, and a commission to resolve issues raised by a complaint or investigation
- 15. The Equal Pay Act of 1963 requires employers to pay _____ and women equally for doing the same work
- 16. Chapter 301 of the Texas Property Code is the Texas _____ Housing Act
- 20. A structure intended for occupancy as a residence by one or more families
- 21. Discrimination based on the pigmentation of an individual's skin
- 23. U.S. _____ Employment Opportunity Commission
- 25. Chapter 21 of the Texas Labor Coder covers Texas _____ Law

- 26. An inclusive term that encompasses all forms of differences
 - 28. _____ behaviors are those that may blatantly or subtly constitute sexual harassment
 - 29. To lease, sublease, let, or grant the right to occupy premises not owned by the occupant
 - 30. A _____ accommodation enables an individual with a disability to use and enjoy a dwelling or successfully perform the duties of a job
 - 31. _____ treatment is a violation when an individual of a protected class is treated less favorably than others
- Down**
- 1. A mental or physical impairment that substantially limits at least one major life activity
 - 2. Sexual _____ is sex discrimination involving quid pro quo or hostile environment
 - 5. Class that is protected against unlawful discrimination because of any aspect of religious observance, practice, or belief
 - 7. Refers to the design of products, devices, services, or environments for people with disabilities
 - 9. U.S. Department of Housing and Urban _____
 - 10. Texas Workforce Commission, Civil Rights _____

- 11. Failure or refusal to hire an individual because of their membership in a protected class is an _____ employment practice
- 12. The basis or status of a discriminatory housing act against an individual who is pregnant or parent of someone age 18 or younger
- 14. An individual who brings an action or proceeding on the basis of an unlawful employment or housing practice
- 17. Unlawful actions taken against an individual for opposing discrimination, filing a complaint, or participating in an investigation or proceeding
- 18. Chapter 437 of the Texas Government Code pertains to Texas _____ Forces
- 19. The protected class that protects persons age 40 and older from unlawful employment practices
- 22. Corrective actions taken for employment discrimination violations that may include compensatory and/or punitive damages
- 24. Class that is protected from discriminatory threatment because of gender or on the basis of sex
- 27. Title VII of the Civil Rights Act, Americans w/Disabilities Act & the Age Discrimination in Employment Act are _____ equal employment opportunity laws

Word Bank

HARASSMENT	FEDERAL	REMEDIES	DISPARATE	DEVELOPMENT	DIVISION	FAMILIAL
RESPONDENT	DWELLING	ACCESSIBLE	DISCRIMINATION	CONCILIATION	MILITARY	MEN
RACE	RISKY	COLOR	RETALIATION	REASONABLE	NATIONAL	EMPLOYMENT
RELIGION	DIVERSITY	AGE	UNLAWFUL	EQUAL	DISABILITY	COMPLAINANT
SEX	RENT	FAIR				