

Suggested text from Bob Carey:

I will reiterate my concern about the lack of specificity in referencing applicable laws. Therefore, recommend the following:

(12) *Illegal discrimination* means a violation of ~~any Federal discrimination law including, but not limited to,~~ the Civil Rights Act of 1964 (42 U.S.C. 1981 *et seq.*), Americans with Disabilities Act (42 U.S.C. 12101 *et seq.*), and the Age Discrimination in Employment Act of 1967 (29 U.S.C. 621 *et seq.*).

If there additional specific laws to reference, I have no objection to listing them specifically.