

## **Legal Authorities**

1. 42 U.S.C. § 2000ff:

<http://www.gpo.gov/fdsys/pkg/PLAW-110publ233/pdf/PLAW-110publ233.pdf>

2. 29 C.F.R. Part 1635:

[http://www.ecfr.gov/cgi-bin/text-idx?](http://www.ecfr.gov/cgi-bin/text-idx?c=ecfr&SID=f4133288808cde049a626ff36e09148f&rgn=div5&view=text&node=29:4.1.4.1.2)

[c=ecfr&SID=f4133288808cde049a626ff36e09148f&rgn=div5&view=text&node=29:4.1.4.1.2](http://www.ecfr.gov/cgi-bin/text-idx?c=ecfr&SID=f4133288808cde049a626ff36e09148f&rgn=div5&view=text&node=29:4.1.4.1.2)  
[1&idno=29](http://www.ecfr.gov/cgi-bin/text-idx?c=ecfr&SID=f4133288808cde049a626ff36e09148f&rgn=div5&view=text&node=29:4.1.4.1.2)