

## **Resume**

The purpose of this diploma thesis is to analyze the field of an anti-discriminatory related law in the United States of America and to compare it with the new Czech's statute in this area of law called Anti-discrimination Act. The reason why I chose this topic for my research is my study stay in Florida where I took a course of employment discrimination and found very interesting to compare the regulations of this area of law in the USA and in Czech Republic.

The thesis is composed of five chapters, each of them dealing with different aspects of the main topic. Chapter One is a introduction and defines basic terminology used in the thesis and which is necessary to the further understanding of the anti-discrimination law related issues. The chapter is subdivided into two main parts. Part One describes the goal of the whole diploma thesis and Part Two deals with the basic terminology of the related area.

Chapter Two examines relevant United States legislation such as United States Constitution, The Civil Rights Act, The Age Discrimination in Employment Act „ADEA“, Section 1981, Section 1983, Section 1985(3), The Equal Pay Act „EPA“, The American with Disabilities Act „ADA“. The chapter consists of eight parts and each part is dedicated to one source or a statute which deals with the regulated area in the US.

Chapter Three is subdivided into three parts and provides an outline of relevant sources of law regulating the anti-discrimination law area in Czech Republic. Part One is subdivided into three subdivisions which illustrate the international sources of law such as legislation coming from The United Nation, The International Labor Organization and The European Council. Part Two is concerning about the legislation of The European Union. Part Three is concerning about the national legislation and it is divided into three subdivisions, an employment related statutes, specifically related statutes and the detailed description of a new Anti-discrimination Act.

Chapter Four concentrates on problems resulting from the different families of law and tries to compare them in all possible ways.

Conclusions are drawn in Chapter Five. The main aim of the thesis is to try to compare very different sources of law and shows all the similarities and to predict the future development in this area in Czech Republic, where is shorter history of anti-discrimination law. I suggest that the development in this field of law could be a good inspiration for further development of anti-discrimination law with the context to employment law in Czech Republic.