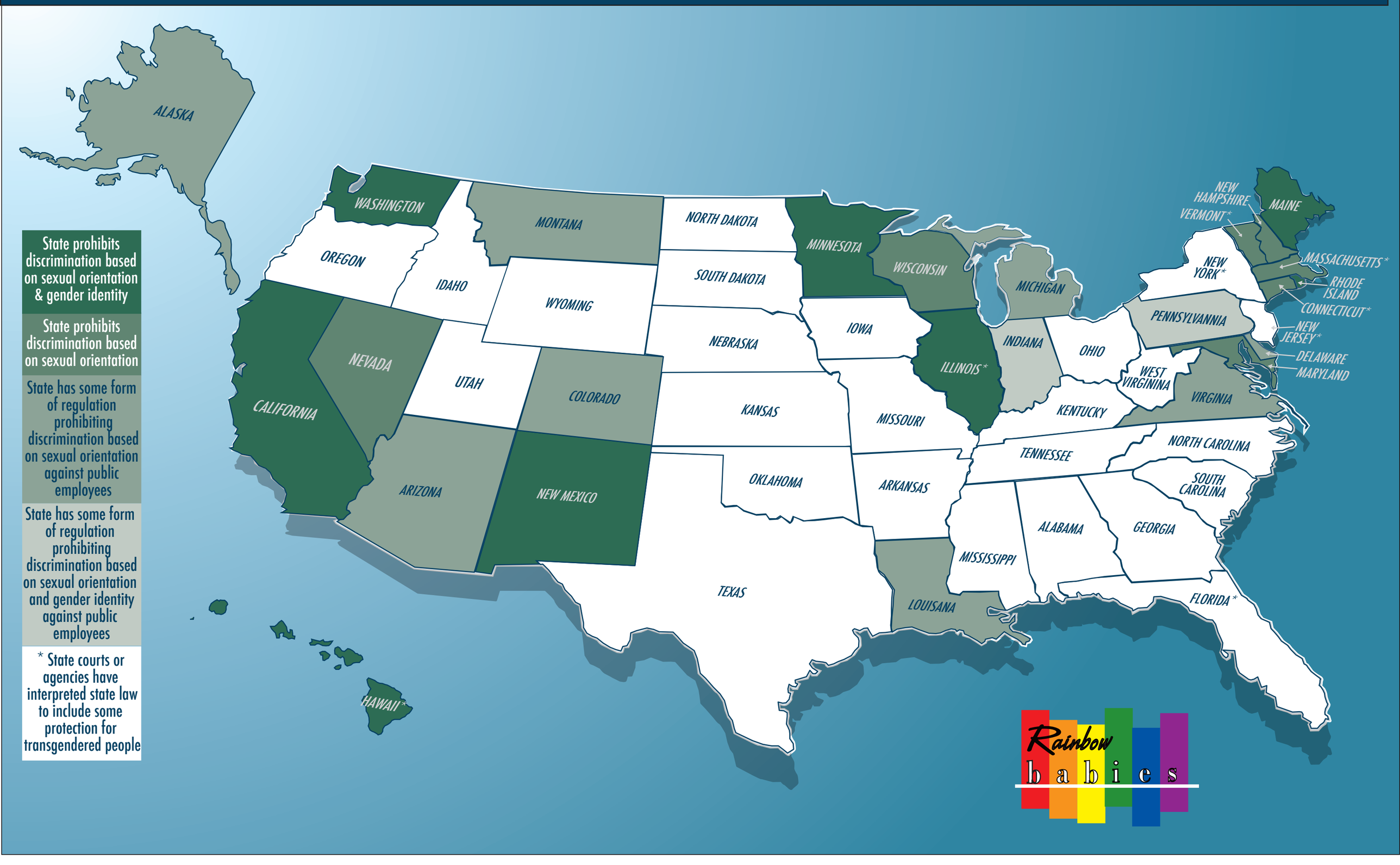ANTI-DISCRIMINATION LAWS IN THE U.S.