

# **Beyond Title VII: Litigating Harassment by Nonemployees Under the ADA and ADEA**

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Employees in the United States are protected from unlawful harassment that rises to the level of a “hostile work environment.” Federal circuits recognize that employers could be liable under Title VII when their employees experience hostile work environments because of harassment from nonemployees. However, outside of Title VII, not all federal circuits have recognized that the Americans with Disabilities Act of 1990 (ADA) and Age Discrimination in Employment Act of 1967 (ADEA) protect employees from hostile work environments.

For Kate's complete insights on this subject, please visit the [Washington Law Review website](#).

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