

Name the kind of rule



Use this when you hear “it’s the rule” and want to know who made it.

- 1

Law

Passed by Congress, a state legislature or a city council.
- 2

Regulation

Written by a government agency to carry out a law.
- 3

Policy

A school’s, employer’s or platform’s own rule.
- 4

Professional code

A standard a profession sets for its members. Some are voluntary, like the codes for journalists. The rules for lawyers are adopted in each state and can lead to discipline.

Example from Case 11

- 1

Real law:

The Equal Pay Act (1963) requires equal pay for men and women doing substantially equal work.
- 2

No regulation appears in the evidence.
- 3

The company sets rates. The evidence shows no policy.
- 4

Real code:

SHRM’s HR code calls for policies that foster “fair, consistent and equitable treatment for all.”

 **Watch out:** “Illegal” is a claim about a law. Read the law before you say it.



Sentence frames

This rule comes from ____.

It is a ____, so ____ can change it.

To check it, I would read ____.

Equal Pay Act of 1963, 29 U.S.C. § 206(d). Quote from the SHRM Code of Ethics, Society for Human Resource Management (SHRM). As amended April 24, 2023. shrm.org/legal/bylaws-and-code-of-ethics/code-of-ethics

