

# NAVIGATING THE EEOC

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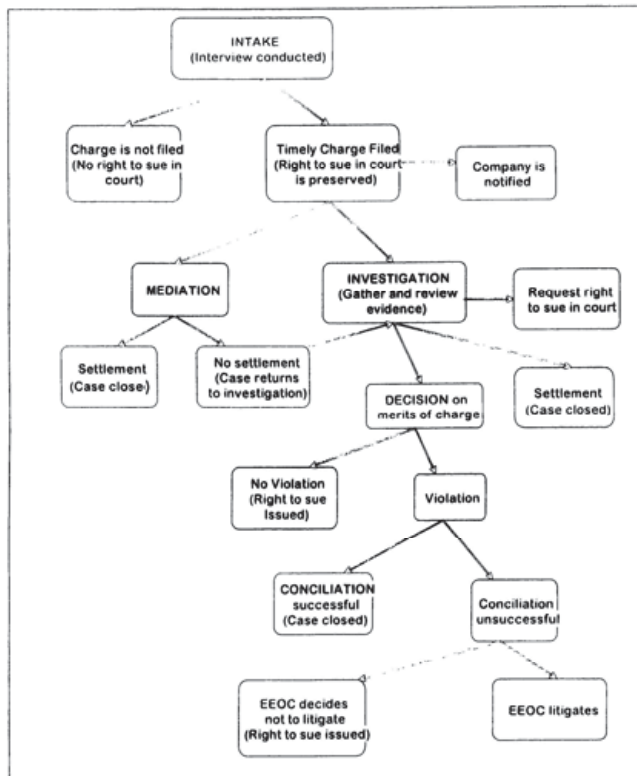
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26th Annual Labor and Employment Law Conference  
UT LAW CLE



## EEOC CHARGE PROCESSING



# STRUCTURE OF THE EEOC

- The Commission- Chair: Victoria A. Lipnic; Charlotte A. Burrows, three vacancies.
  - Appointed by President
  - Serve Five Year Staggered Terms
  - Makes equal employment opportunity policy
  - May issue charges of discrimination directly against an employer
  - Authorize the filing of lawsuits
  
- General Counsel: Vacant
  - Appointed by President
  - Serves Four Year Term
  - Responsible for conducting EEOC enforcement litigation

## LAWS ENFORCED

### Title VII of the Civil Rights Act of 1964

- Race, color, sex, national origin, religion, pregnancy, retaliation

### Equal Pay Act of 1963

- Protects men and women who perform substantially equal work in the same establishment from sex-based wage discrimination

### Age Discrimination in Employment Act of 1967

- (Employees forty years of age or older)

### Americans With Disabilities Act of 1990

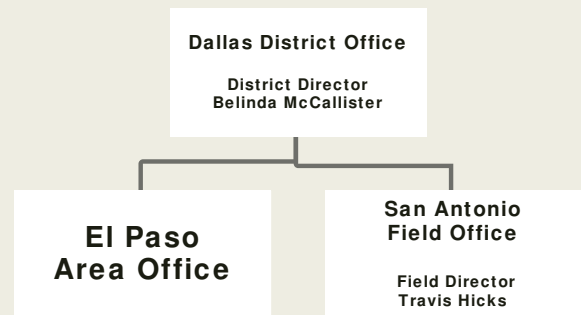
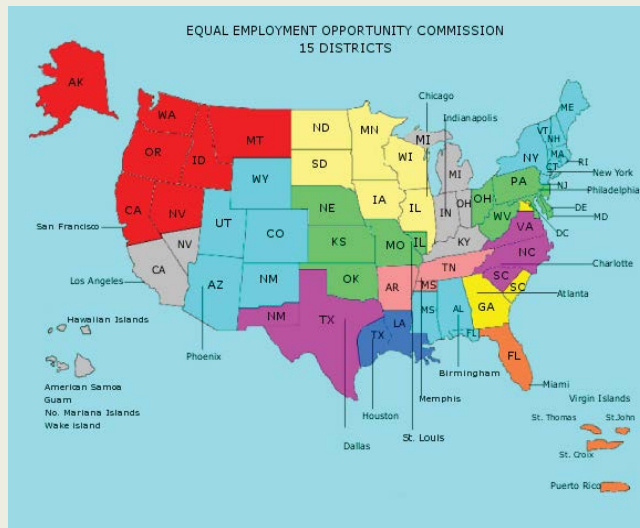
- Protects against discrimination in hiring, employment based on disability, requires reasonable accommodations for qualified individuals with a disability

### Title II of the Genetic Information Non-Discrimination Act of 2008 (Nov. 2010)

- Prohibits Employment Discrimination on the Basis of Genetic Information

### Government Employee Rights Act of 1991

- Applies to employees of elected officials



**OFP/Enforcement**

Conducts Investigations

**OGC/Legal Unit**

Litigation, legal advice, subpoena enforcement

**ADR Unit**

Mediates charges

**Fed. Sec. Hearings Unit**

AJ's hearings federal sector cases

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Title search: Navigating the EEOC

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