



EEOC: Essential Employment Law

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 U.S. Equal Employment Opportunity Commission

EEOC: who we are and what we do

- ▶ EEOC is a federal civil rights law enforcement agency.
- ▶ EEOC enforces federal laws that prohibits workplace discrimination, harassment, and retaliation.
- ▶ EEOC provides outreach education and **training** about the federal laws it enforces.

 U.S. Equal Employment Opportunity Commission

EEOC: our offices

- ▶ EEOC's headquarters are in Washington, D.C.
- ▶ EEOC has 15 Districts and 53 Field, Area, and Local offices.
 - Chicago District Office includes the Milwaukee and Minneapolis Area Offices.
 - Houston District Office includes the New Orleans Field Office.
 - Miami District Office includes that Tampa Field Office and the San Juan Local Office.

EEOC: what laws do we enforce?

- ▶ Title VII of the Civil Rights Act of 1964 (Title VII).
- ▶ Equal Pay Act of 1963 (EPA).
- ▶ Age Discrimination in Employment Act of 1967 (ADEA).
- ▶ Rehabilitation Act of 1973.
- ▶ Americans with Disabilities Act of 1990 (ADA).
- ▶ ADA Amendments Act of 2008 (ADAAA).
- ▶ Genetic Information Non-Discrimination Act of 2008 (GINA).

The laws apply to the EEO world of work

- ▶ **EEO** = **E**qual **E**mployment **O**pportunity
 - Recruiting, interviewing, and job testing.
 - Reasonable accommodation and leave.
 - Work assignments, promotions, demotions, and transfers.
 - Performance evaluations.
 - Write-ups and disciplinary actions.
 - Pay, benefits, and other compensation.
 - Firing and layoffs.

Who is protected under these laws?

- ▶ Employees (full time and part time).
- ▶ Temporary workers.
- ▶ Seasonal and migrant workers.
- ▶ Job applicants.
- ▶ Former employees.
- ▶ Undocumented workers.

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"Texas is an "At Will" State... So Why Worry?"