

NAVIGATING THE EEOC

Malinda Gaul
Gaul and Dumont

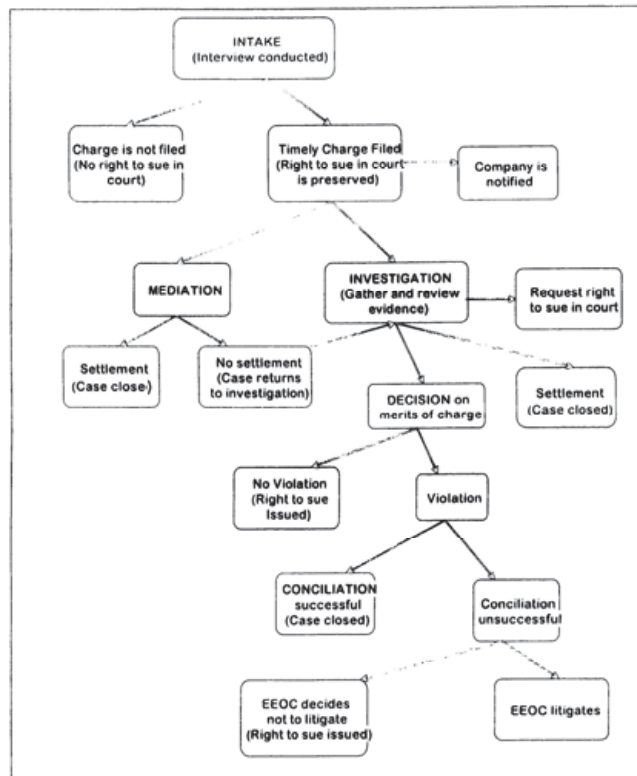
Philip Moss
Equal Employment Opportunity Commission

Jennifer Trulock
Baker Botts

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

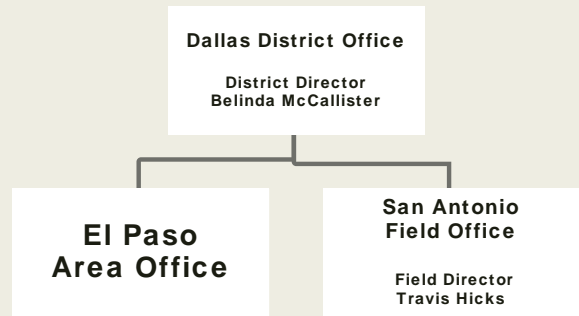
- Protects against discrimination in hiring, employment based on disability, requires reasonable accommodations for qualified individuals with a disability

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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