

# Part 1: EEOC and the Charge Filing Process

District of Columbia Association of the Deaf (DCADeaf)  
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# Who is the EEOC?

- ▶ A neutral fact-finding agency
- ▶ EEOC's vision:
  - Respectful and inclusive workplaces with equal employment opportunity for all
- ▶ EEOC's mission:
  - Prevent and remedy unlawful employment discrimination and advance equal opportunity for all in the workplace.

# What does the EEOC do?

- ▶ Accepts discrimination, harassment, and retaliation charges.
- ▶ Investigates allegations of discrimination, harassment, and retaliation.
- ▶ Works to resolve discrimination, harassment, and retaliation the workplace.

# What laws are enforced by the EEOC?

- ▶ Title VII of the Civil Rights Act (Title VII)
- ▶ Age Discrimination in Employment Act (ADEA)
- ▶ Pregnancy Discrimination Act (PDA)
- ▶ Equal Pay Act (EPA)
- ▶ Americans with Disabilities Act (ADA)
- ▶ Rehabilitation Act of 1973 (Sections 501 and 504)
- ▶ Genetic Information Nondiscrimination Act (GINA)

# What are the protected categories?

- ▶ Race
- ▶ Color
- ▶ National origin
- ▶ Religion
- ▶ Age
- ▶ Disability
- ▶ Pregnancy
- ▶ Sex
- ▶ Transgender status
- ▶ Sexual orientation
- ▶ Genetic information

# Who are covered employers?

- ▶ Private sector companies with 15 or more employees
- ▶ Private sector companies with 20 or more employees (ADEA)
- ▶ State and local governments
- ▶ Employment agencies
- ▶ Unions
- ▶ Federal agencies

# How do you file a discrimination charge?

- ▶ Follow the strict time limits for filing: **180/300 days**
- ▶ Go to the EEOC Public Portal – [www.eeoc.gov](http://www.eeoc.gov)
- ▶ Set up an email account
- ▶ Log into the portal to:
  - Submit an inquiry online
  - Schedule an intake interview
  - Upload documents to the portal or contact your investigator

# The EEOC Public Portal



U.S. Equal Employment Opportunity Commission



Sign In | Register

Portal Home

## U.S. Equal Employment Opportunity Commission Public Portal



Filing with EEOC



My Cases



Guidance



Find an EEOC Office





U.S. Equal Employment Opportunity Commission

Sign in

## Sign in

The authorized use of this system is for official EEOC case management and reporting. Access by unauthorized users or for purposes not authorized by the Commission, is subject to civil and criminal penalties or administrative action for computer fraud and abuse. EEOC takes measures to maintain the security, confidentiality, and integrity of the information we collect at this site, such as access controls designed to limit access to the information, as necessary to accomplish its mission. EEOC also employs various security technologies to protect the information stored on its systems. All uses of this system and portal are subject to monitoring and inspection according to public law.

Email

Password

[Forgot Password?](#)

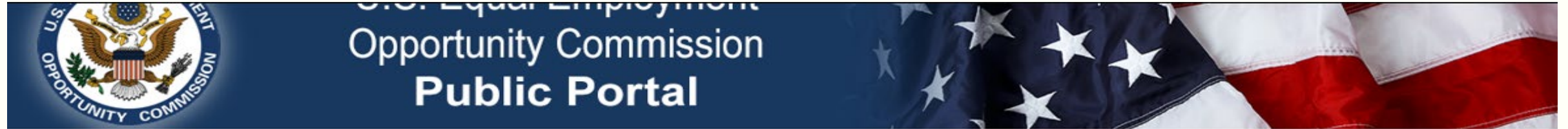
[Register](#)

Next

Home

# The EEOC Public Portal: Sign in

# The EEOC Public Portal: Appointment Confirmation



## Your Appointment is Scheduled

**Your appointment has been scheduled**

**Your Name:** Ahab Pequod

**Your E-Mail:** ahab.pequod@mailinator.com

**Your Phone Number:** (000) 000-0000

**Interpreter/Language:** No interpreter needed

**Additional Information:**

**Appointment Code:** 440-2018-00003

**Appointment Date/Time:** Tuesday, 10/31/2017, 10:45 AM (Time Zone: Central)

**Appointment Office:** Chicago

**Office Address:** 500 West Madison Street, Suite 2000, Chicago, Illinois 60661

**What type of interview :** In-Person

A Confirmation Notice has been emailed to **ahab.pequod@mailinator.com**. At the time of your interview, please have the password for your EEOC Public Portal user account with you.

Now that you have scheduled an appointment for an interview, please return to the [EEOC Public Portal](#) as soon as possible to provide additional information about your inquiry. Providing additional information is optional, but can help make the interview more productive and efficient. The information you provide is confidential and will not be disclosed to your employer during an investigation.

# What happens after a charge is filed?

- ▶ Sign the charge
- ▶ Mediation
- ▶ Investigation
- ▶ Notice of Right to Sue
- ▶ Conciliation (if a violation is found)
- ▶ Possible litigation

# What paper documents should you keep?

- ▶ Employee manuals, policies
- ▶ Pay stubs, pay records
- ▶ Work schedules and assignments
- ▶ Letters, memos, personal notes, written journals
- ▶ Medical documents provided to your employer
- ▶ Witness names and contact information
- ▶ Police reports

# What electronic documents should you keep?

- ▶ **Emails**
- ▶ **Text Messages**
- ▶ **Pictures and photos**
- ▶ **Social media postings**
- ▶ **Videos**

# Where can I find more information?

- ▶ [www.eeoc.gov](http://www.eeoc.gov)
- ▶ Click on the tab – **EEOC Coronavirus Resources**
  - How EEOC is Serving the Public
  - Coronavirus and Employment Discrimination Laws
- ▶ Click on the tab – **Employees & Job Applicants**
- ▶ Click on the tab – **Employers/Small Business**
- ▶ Click on the tab – **Contact Us to find your nearest EEOC office**

# Where is the EEOC located?

- ▶ District offices = 15
  - Atlanta, Birmingham, Charlotte, Chicago
  - Dallas, Houston, Indianapolis, Los Angeles
  - Memphis, Miami, New York, Philadelphia
  - San Francisco, St. Louis
  - Washington, D.C. Field Office
- ▶ Field and Local Offices in each District

# ASL Video Phone: (844) 234-5122

- ▶ EEOC enforces federal laws against job discrimination.
- ▶ If you have suffered workplace discrimination or harassment as an applicant or employee, file a complaint with us.
- ▶ We can investigate, mediate, litigate and educate.
- ▶ Our services are free.
- ▶ Email: [info@eeoc.gov](mailto:info@eeoc.gov)
- ▶ Voice calls: (800) 669-4000



# Questions?

# Thank you!

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