

Equal Employment Opportunity Commission (EEOC)

This section addresses the U.S. Equal Employment Opportunity Commission (EEOC) and its role in workplace employment.

Overview

Federal law prohibits the occupational discrimination (for both current and potential employees) based on race, color, religion, sex, nationality, disability, pregnancy, genetics, or age (for those 40 or older). The EEOC, the federal regulation agency, governs (in most situations) any employer/ business with a minimum of 15 employees – except for age discrimination cases which the minimum number of employees raises to 20. **Note:** it is also illegal to retaliate, punish or discriminate in any way against an individual who charges or participates in the charging of an employer for discrimination.

Employment Practices

Under the EEOC, federal law forbids discrimination in all employment aspects. This includes:

- Job Advertisements
- Recruitment
- Application & Hiring
- Job Referrals
- Job Assignments & Promotions
- Pay and Benefits
- Discipline & Discharge
- Employment References
- Reasonable Accommodation & Disability
- Reasonable Accommodation & Religion
- Training & Apprenticeship Programs
- Harassment

- Terms & Conditions of Employment
- Pre-Employment Inquiries
- Dress Code
- Constructive Discharge/Forced To Resign

Employment & Recordkeeping

Unfair treatment for those covered (see above) is not permitted. This includes harassment, refusing reasonable accommodation and/or any retaliation against discrimination complaints. Employers are required to keep & maintain personnel records for minimum of 1 year, (If terminated, records must be kept 1 year from date of employee termination.) payroll records kept & maintained for 3 years , and any records explaining the basis of pay for 2 years.