The U.S. Equal Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC can help.

Who is Protected?
- Employees (current and former), including managers and temporary employees
- Job applicants
- Union members and applicants for membership

What Organizations are Covered?
- Most private employers
- State and local governments (as employers)
- Educational institutions (as employers)
- Unions
- Staffing agencies

What Types of Employment Discrimination are Illegal?
Under the EEOC’s laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:
- Race
- Color
- Religion
- National origin
- Sex (including pregnancy and related conditions, sexual orientation, or gender identity)
- Age (40 and older)
- Disability
- Genetic information (including employee requests for, or purchase, use, or disclosure of genetic tests, genetic traits, genetic family history)
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in an investigation or proceeding

What Employment Practices can be Challenged as Discriminatory?
All aspects of employment, including:
- Discharge, firing, or lay-off
- Harassment (including unwelcome verbal or physical conduct)
- Hiring or promotion
- Assignment
- Education (grades or compensation)
- Failure to provide reasonable accommodation for a disability or an sincerely held religious belief, observance, or practice
- Benefits
- Job application
- Classification
- Referral
- Notice or disclosing genetic information of employee
- Requesting or disclosing medical information of employee
- Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding

What You Do If You Believe Discrimination has Occurred?
Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:
- Submit a charge through EEOC’s public portal: https://www.eeoc.gov/eeoc/file
- Call 1–800–669–6977 (Tty) or 1–800–669–6977 (Tty)
- 1–844–232–5124 (ssl), video phone
- Visit the EEOC’s Office of Federal Contract Compliance Programs website at: https://www.dol.gov/agencies/ofccp/contact

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
The Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action requirements of Federal contracts and subcontracts, or any program of any institution which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

Programs or Activities Receiving Federal Financial Assistance
In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title IX of the Education Amendments of 1972, as amended, Title VI of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, the Age Discrimination in Employment Act of 1967, as amended, the Americans with Disabilities Act of 1990, as amended, the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended, the Genetic Information Non-Discrimination Act of 2008, the Military Spouse Employment Assistance Act of 2013, the Employer Accommodation for Persons with a Speech Impairment Act of 2013, and the Workforce Innovation and Opportunity Act of 2014, as amended, the EEOC enforces Federal laws that protect you from discrimination in employment. If you believe you’ve been discriminated against at work or in applying for a job, the EEOC can help.

Questions?
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1–844–232–5124 (ssl), video phone
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