



## PEF JAAAC RESOURCES

# HAVE YOU BEEN DISCRIMINATED AGAINST IN THE WORKPLACE?

- ▶ **PEF members have 3 options when filing complaints of employment discrimination. Choose the one that works best for you, follow all instructions, and save all your documentation!**



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

**WHO:** The EEOC enforces federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information.

**HOW:** File a public complaint:

<https://publicportal.eeoc.gov/Portal/Login.aspx>

**FIND AN EEOC OFFICE NEAR YOU:** <https://www.eeoc.gov/field-office>

**PHONE:** (202) 921-3191

**WHEN:** You have 300 calendar days from the date of the discrimination to file a claim with the EEOC.



## Division of Human Rights

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### NEW YORK STATE DIVISION OF HUMAN RIGHTS (NYS DHR)

**WHO:** The NYSDHR is dedicated to eliminating discrimination, remedying injustice, and promoting equal opportunity, access, and dignity through enforcement of the Human Rights Law in the State of New York.

**HOW:** File a complaint: <https://dhr.ny.gov/complaint>

**PHONE:** (888) 392-3644

**WHEN:** You must file your discrimination complaint within one-year of the most recent act of alleged discrimination. If you are alleging sexual harassment in the workplace, you may file within three years of the most recent alleged incident. The NYSDHR will investigate your complaint and may present the case in a public hearing, if probable cause is found. In most cases, an investigation will be completed within 180 days.

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### NEW YORK OFFICE OF EMPLOYEE RELATIONS (OER)

**WHO:** OER investigates claims of employment discrimination filed by employees, contractors, interns and other persons engaged in State employment, against agencies and departments over which the Governor has executive authority.

**HOW:** File your claim at <https://antidiscrimination.oer.ny.gov>

**WHEN:** OER does not specify a time period for filing complaints, but it is advisable that you follow the NYSDHR timeline and file within one year of the most recent act of alleged discrimination.