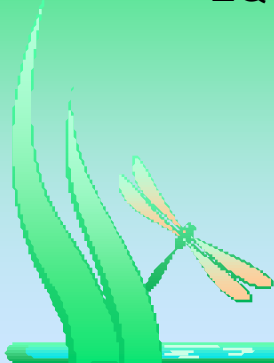


# *BEHIND THE SCENES*

SYLVIA POUNCY  
ENFORCEMENT SUPERVISOR  
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
TAMPA FIELD OFFICE



# MISSION

To promote equal opportunity in employment through administrative and judicial enforcement of the federal civil rights laws and through education and technical assistance.



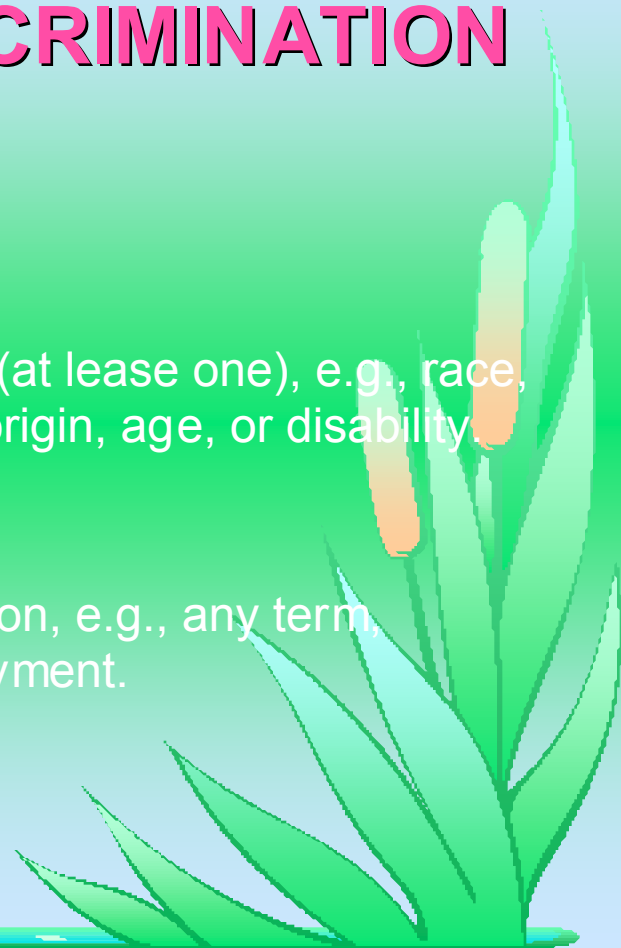
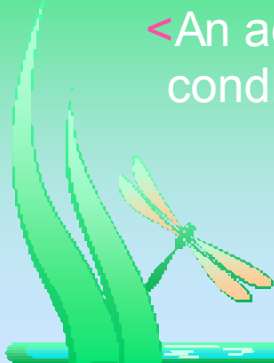
# CHARGE OF DISCRIMINATION

## < BASES

< Individual's protected status (at least one), e.g., race, color, religion, sex, national origin, age, or disability.

## < ISSUES

< An adverse employment action, e.g., any term, condition or benefit of employment.



# PROCESSING PROCEDURE

- Charge filing: office visit, letter, telephone call
- Service of charge (10 days)
- EEOC or FEPA (Fair Employment Practice Agency) will process

# A B C's of EEOC

## Category “A”

- Charges where investigation will probably result in a cause finding.
  - A-1 - Litigated by EEOC
  - A-2 - not litigated by EEOC

## Category “B”

- Minimally sufficient for a charge but required additional evidence to determine whether continued investigation is likely to result in a cause finding.

## Category “C”

- Dismissed immediately:
  - self defeating,
  - less than the number of employees required for jurisdiction,
  - alleged discriminatory act occurred more than 300 days,
  - complainant insists on filing.



# YOUR RESPONSE

- The “Position Statement”
  - Tell your side of the story
  - Legitimate non-discriminatory reason
  - Provide evidence/documents to support position statement
  - Quoting case law is not required
  - Call for clarification/questions

# REQUEST FOR INFORMATION (RFI)

- Records, documents, policies, data
  - To test and authenticate the position statement and the legitimate non-discriminatory reason(s).
  - To test and authenticate Charging Party's allegations of illegal discrimination.

# ON-SITE INVESTIGATION

- SECTION 709 (a) OF TITLE VII
  - ENTER AND INSPECT FACILITIES
  - EXAMINE AND COPY RECORDS
  - INTERVIEW EMPLOYEES

# RESOLUTIONS

- Administrative
- Settlement
- No Cause
- Conciliation
- Litigation

THE END

