

NAVIGATING THE EEOC

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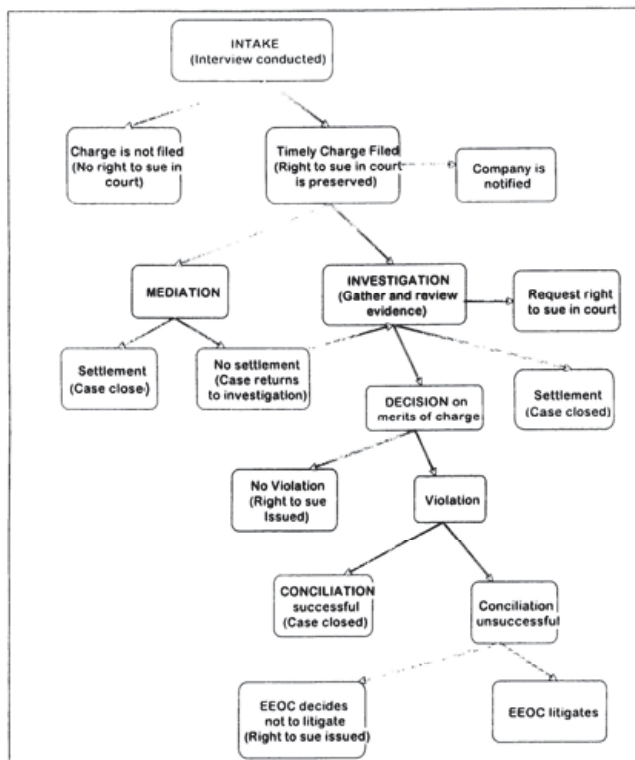
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Equal Employment Opportunity Commission

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Baker Botts

26th Annual Labor and Employment Law Conference
UT LAW CLE



EEOC CHARGE PROCESSING



STRUCTURE OF THE EEOC

- The Commission- Chair: Victoria A. Lipnic; Charlotte A. Burrows, three vacancies.
 - Appointed by President
 - Serve Five Year Staggered Terms
 - Makes equal employment opportunity policy
 - May issue charges of discrimination directly against an employer
 - Authorize the filing of lawsuits

- General Counsel: Vacant
 - Appointed by President
 - Serves Four Year Term
 - Responsible for conducting EEOC enforcement litigation

LAWS ENFORCED

Title VII of the Civil Rights Act of 1964

- Race, color, sex, national origin, religion, pregnancy, retaliation

Equal Pay Act of 1963

- Protects men and women who perform substantially equal work in the same establishment from sex-based wage discrimination

Age Discrimination in Employment Act of 1967

- (Employees forty years of age or older)

Americans With Disabilities Act of 1990

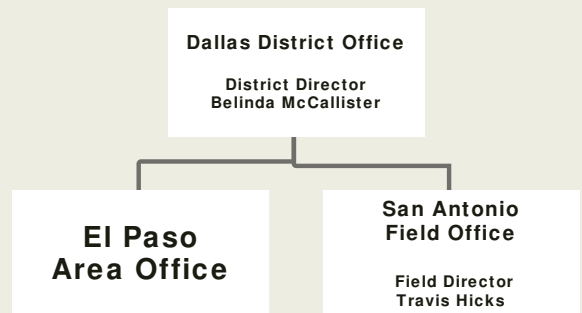
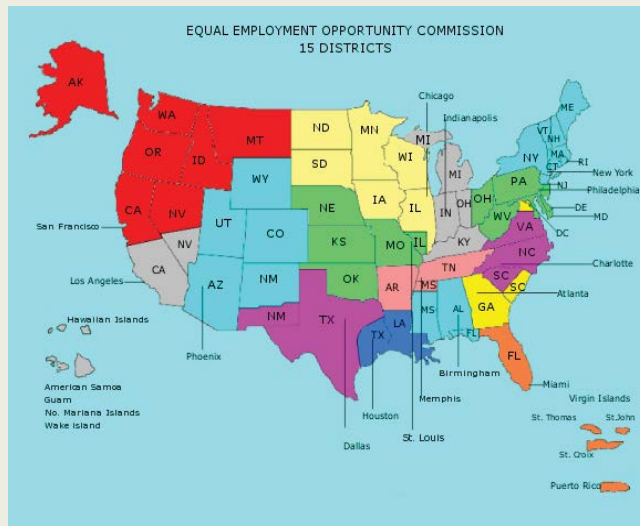
- Protects against discrimination in hiring, employment based on disability, requires reasonable accommodations for qualified individuals with a disability

Title II of the Genetic Information Non-Discrimination Act of 2008 (Nov. 2010)

- Prohibits Employment Discrimination on the Basis of Genetic Information

Government Employee Rights Act of 1991

- Applies to employees of elected officials



OFP/Enforcement

Conducts
Investigations

OGC/Legal Unit

Litigation, legal
advice, subpoena
enforcement

ADR Unit

Mediates charges

Fed. Sec. Hearings Unit

AJ's hearings federal
sector cases

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Title search: Navigating the EEOC

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"Navigating the EEOC"