

Equal Employment Opportunity Commission (EEOC)

Under the Civil Rights Act of 1964, all employees have the right to equal federal employment opportunities regardless of the following: race

color

sex

national origin

religion

age

disability

prior EEO activity

In addition to laws that the EEOC enforces, there are federal protections from discrimination based on marital status and political affiliation. If you believe that you are a victim of unlawful discrimination, our attorneys can represent you at every stage of the EEO process from filing the initial EEO complaint through settlement, trial, mediation and even during appeals.

Initiating a discrimination claim:

You must contact an EEO counselor at your agency within 45 calendar days of the discriminatory action. This deadline usually cannot be waived.

You may elect alternative dispute resolution (ADR) or counseling. If unsuccessful, you may

then file a formal EEO complaint with your federal agency.

The agency must conduct an investigation unless your complaint is dismissed.

If your complaint contains an issue that the Merit System Protection Board has jurisdiction over, your case is called a “mixed case” and may proceed before the MSPB

. For all other EEO matters, once the agency completes its investigation you may request an EEO hearing before a judge. The agency must complete its investigation within 180 days from the date you filed your formal complaint. You may file in Federal Court at any point after the formal complaint has been pending for more than 180 days. To learn more about workplace discrimination including what constitutes a protected class as well as how to navigate the U.S. Equal Employment Opportunity Commission, download Tully Rinckey PLLC's free Guide to Filing a Claim with the U.S. Equal Employment Opportunity Commission (EEOC)

. The attorneys at Tully Rinckey PLLC can represent you at every stage of the EEO process from initial EEO counseling, ADR, mediation and through trial and appeal if necessary. Call us today at 703-525-4700 to set up a consultation with one of our attorneys.