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In accordance with the Title VII of the Civil Rights Act of 1964, employees have the right to be free from any form of employment discrimination, including discriminatory practices due to a workerâ€™s religion, sex, national origin, or race and color. Additionally, employees have the legal right to file a formal workplace discrimination complaint with the US Equal Employment Opportunity Commission (EEOC).

Employees Who May file Employment Discrimination Complaint

Any employee who believes that he or she became a victim of discrimination in the workplace may file a formal complaint with the EEOC. Additionally, a person, organization, or agency may forward a charge on behalf of the affected employee in order to protect the complainantâ€™s identity.

Other Laws Protecting Employees from Discrimination

Aside from Title VII, employees are also protected by certain anti-discrimination Federal laws. The following is the list of Federal laws addressing discrimination in the workplace issues:

Americans with Disabilities Act (ADA) â€“ employers are prohibited from discriminating against qualified employees and applicants based on their physical or mental disability.

Age Discrimination in Employment Act (ADEA) â€“ this law protects employees and applicants 40-years-old or older. Under the Act, employers are not allowed to discriminate against individuals based on their age.

Equal Payment Act â€“ this act prohibits sex discrimination by requiring employers to provide just amount of salary to employees who have the same work duties and responsibilities regardless of their sex.

Statute of Limitation for Employment Discrimination Charge

As per instructions set by the EEOC, employment discrimination complaints must be filed within 180 days from the date of the alleged discrimination. However, the 180-day deadline may be extended up to 300 days if the complaint is also covered by a state anti-discrimination statute.

Filing Discrimination Complaint with EEOC

If you believe that have experienced discrimination in the workplace, you may file a charge with the EEOC. You may go to the nearest EEOC local office, obtain a complaint form, and then file the duly filled up form with the local office. EEOC representatives may investigate where the discriminatory action occurred in order to know if the charge adheres with the required deadline of filing.

Importance of Legal Representative

Workplace discrimination claims are usually difficult to prove. Hence, having an employment discrimination lawyer may provide substantial help. Employment attorneys are skilled in asserting for discrimination charges, and because of this, complainants may not have the difficulty in knowing the appropriate steps to take.

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