



EEOC

Equal Employment Opportunity Commission

The City of Corpus Christi will no longer accept or investigate employment discrimination complaints as of August 26, 2019.

If you feel you have been treated differently at your place of employment or when applying for employment due to Race, Color, National Origin, Sex (Male, Female, or Pregnancy), Religion, Disability, Genetics, Age, Equal Pay, or Retaliation, you can still file an employment discrimination complain by contacting one of the following:



Texas Workforce Commission Civil Rights Division

www.texasworkforce.org/eEO-complaint

1-888-452-4778

The U.S. Equal Employment Opportunity Commission (EEOC)

www.eEOC.gov

1-800-669-4000

**INFORMATIONAL SESSIONS AVAILABLE AT
www.learningcc.org/eEOC**

Summary of EEOC Informational Sessions

This community informational session is to remind the public that the City's Human Relations Division no longer processes or investigates employment discrimination complaints on behalf of the Equal Employment Opportunity Commission, known as the EEOC. This session is to provide you with basic information on what is needed from you if you wish to move forward in filing a formal employment discrimination charge against an employer (past or present) or potential employer.

WHO TO CONTACT: If you would like more information on how to file a formal employment discrimination charge, please contact:

- **Texas Workforce Commission, Civil Rights Division. Their phone number is: 888-452-4778**
- **U.S. Equal Employment Opportunity Commission (EEOC): Their San Antonio Field Office phone number is: 800-669-4000**
- For direct links to their website, please visit us online at www.learningcc.org/eec to access these important websites.

Individuals are encouraged to use the online system at publicportal.eeoc.gov/portal (<https://publicportal.eeoc.gov/portal>). This system can also be accessed by going directly to our website at www.eeoc.gov.

PROTECTED BASIS: The laws enforced by the EEOC protect you against employment discrimination if you believe that you have been treated differently based on one or more of the below-protected basis. Be ready to provide specific information about the harm experienced such as: what was the harm; who did the harm; and when and where was it done (be specific with dates and locations). As to why you think you were treated differently, you will be asked to pick one or more of the following that is specific to your allegation:

- Race**
- Color**
- National Origin**
- Age (40 or older)**
- Religion**
- Disability** (including denial of reasonable accommodation)
- Sex** (Pregnancy, gender identity, or sexual orientation)
- Genetic Information** (heredity information; knowledge of family medical information, etc.)
- Harassment** (based on any of the protected basis)

COVERED EMPLOYER: Usually (but not always), a covered employer is one that has 15 or more employees who worked for the employer for at least 20 calendar weeks. To get more information as to whether an employer is covered, or how to address a certain employer, contact the Texas Workforce Commission, Civil Rights Division or EEOC.

TIMELINESS: You have 300 days from the last date of the alleged discriminatory act to file a formal EEOC charge. If you are close to reaching the deadline, it is very important that you state this at the beginning of your communications whether it be by phone, emails, or online complaint form.

SUMMARY: Remember, not all employers are covered by the laws enforced by the EEOC, and not all employees or applicants are protected. This can vary depending on the type of employer, the number of employees it has, and the type of discrimination alleged to have occurred. Please remember the strict time limits for filing a charge. It is strongly recommended you contact the two entities mentioned above to help determine your rights and what action you need to take.