

# **EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW**



The Bureau of Ocean Energy Management, Office of Civil Rights (BOEM-OCR) supports BOEM's commitment to being a model EEO employer by promoting and facilitating compliance with EEO laws, regulations, and mandates. Contact BOEM-OCR if you believe that you have been subjected to employment discrimination under the laws enforced by the U.S. Equal Employment Opportunity Commission (EEOC).

#### Who is Protected?

- Employees (current and former), including managers and temporary employees
- Job applicants
- · Union members and applicants for membership

## in a union

## What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

- Race
- Color
- Religion
- National origin
- Sex
- Age (40 and older)
- Disability
- · Genetic information
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
- · Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

### What Organizations are Covered?

- Most private employers
- Federal, state and local government (as employers)
- · Educational institutions (as employers)
- Unions
- · Staffing agencies

## What Employment Practices can be **Challenged as Discriminatory?**

All aspects of employment, including:

- · Discharge, firing, or lay-off
- Harassment (including unwelcome verbal or physical conduct)
- Hiring or promotion
- Assignment
- Pay (unequal wages or compensation)
- Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice
- Benefits
- Job training
- Classification
- Referral

- Obtaining or disclosing genetic information of employees
- · Requesting or disclosing medical information of employees
- · Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding
- · Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation

#### What Can You Do If You Believe Discrimination Has Occurred?

Contact a Counselor at BOEM-OCR promptly if you suspect discrimination, do not delay. EEO law requires that you initiate Counselor contact within 45 days of the matter alleged to be discriminatory.

A BOEM-OCR Counselor is reachable by emailing OCR@boem.gov or calling 202-208-6263. If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

