

State & Federal Agencies

Any applicant, employee, or ex-employee who claims to have been subjected to unlawful conduct in the workplace may file an employment discrimination charge by contacting one of the following governmental agencies.

Equal Employment Opportunity Commission The EEOC has the authority to enforce Title VII of the Civil Rights Act of 1964, the Equal Pay Act, and the Americans with Disabilities Act through investigation and conciliation of allegations of unlawful conduct. With the passage of the Civil Rights Act of 1991, the EEOC's authority has been expanded to include plaintiffs' rights to jury trials, compensatory and punitive damages. (www.eeoc.gov)

Office of Federal Contract Compliance Programs The OFCCP is part of the U. S. Department of Labor and deals primarily with employers holding federal contracts or subcontracts. The OFCCP conducts periodic reviews of Westinghouse and other federal contractors to determine whether obligations are being met under Executive Order 11246, the Rehabilitation Act of 1973, and the Vietnam Era Veterans Readjustment Assistance Act of 1974. The OFCCP has the authority to enforce these statutes through investigation and conciliation of allegations of unlawful conduct. (www.dol.gov/ofccp/)

South Carolina Human Affairs Commission The SCHAC is the state human affairs agency, and acts as a deferral organization for the EEOC. SCHAC has the authority to investigate all allegations of discrimination in the state of South Carolina and reach conciliation of allegations of unlawful conduct. (www.schac.sc.gov/Pages/default.aspx)

Job Accommodations Network (JAN) Workplace Accommodation and Disability Employment The Job Accommodation Network (JAN) is a source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. JAN provides guidance on workplace accommodations, the Americans with Disabilities Act (ADA) and related legislation affecting people with disabilities. You may call them at 1-800-526-7234 or access the website. (<http://askjan.org/>)

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