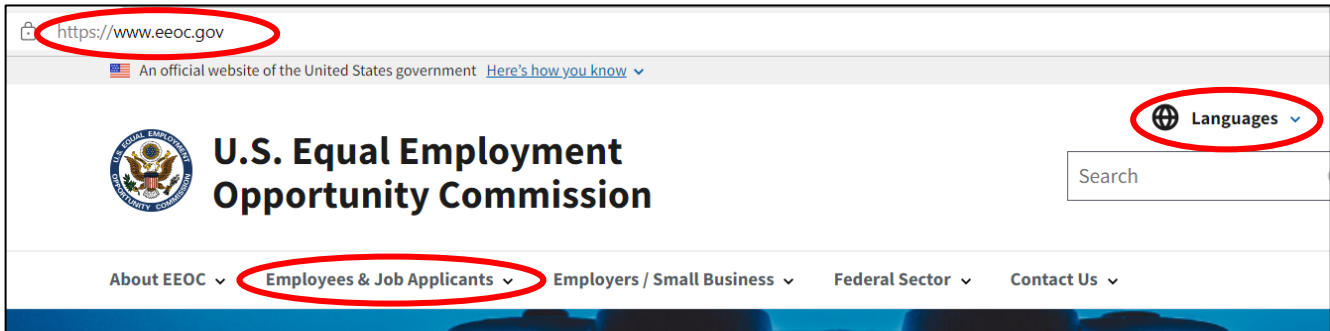
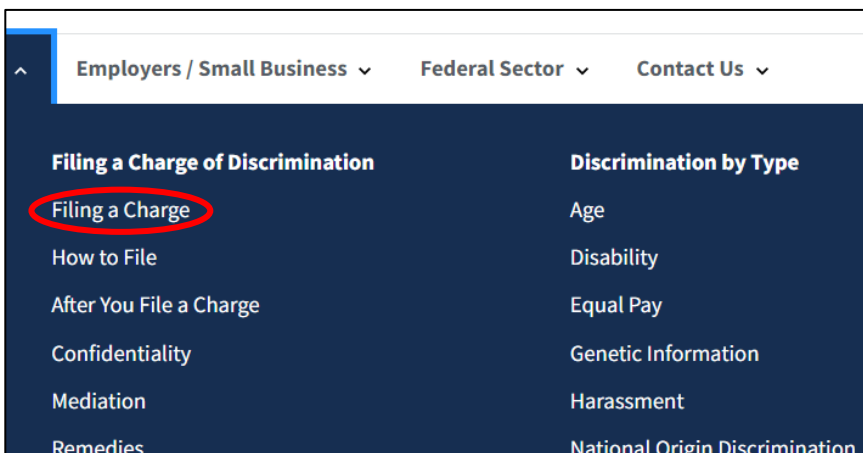


How to File an EEOC Discrimination Charge Against Your Employer

Step 1: Go to the EEOC website as shown below. You can also select a different language by clicking on the Language Button on the upper right of the page. Click on link for Employees & Job Applicants to get started.



Step 2: You can learn more about the different types of discrimination by clicking one of the links below Discrimination by Type. When you are ready to file the charge, click "Filing a Charge" below the Filing a Charge of Discrimination section. When the next page opens, click the link for EEOC Public Portal.



Filing A Charge of Discrimination With the EEOC

If you believe that you have been discriminated against at work because of your race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information, you can file a **Charge of Discrimination**. A charge of discrimination is a signed statement asserting that an employer, union or labor organization engaged in employment discrimination. It requests EEOC to take remedial action.

All of the laws enforced by EEOC, except for the Equal Pay Act, require you to file a Charge of Discrimination with us before you can [file a job discrimination lawsuit](#) against your employer. In addition, an individual, organization, or agency may file a charge on behalf of another person in order to protect the aggrieved person's identity. There are [time limits](#) for filing a charge. The laws enforced by the EEOC require the agency to notify the employer that a charge has been filed against it.

A Charge of Discrimination can be completed through [our EEOC Public Portal](#) after you submit an online inquiry and we interview you. Filing a formal charge of employment

Step 3: Click the Filing With EEOC Link, then click the button next to Business or non-profit organization that I work for, then click "Next".



EEOC enforces Federal civil rights laws that protect you from workplace discrimination race, color, religion, sex, national origin, age, disability, or genetic information. You may also be protected by federal, state or local laws.

If you're claiming an employer has discriminated against you, EEOC may be able to help you answer basic questions to be sure. Your answers will not be saved unless you submit your contact information (name, address, phone number, email address), or hearing request or appeal to EEOC (for complaints against federal agencies). EEOC will allow us to evaluate your information and advise you on what we can do to help.

To get started, please tell us what type of employer you believe discriminated against you, following:

- Business or non-profit organization that I applied to, work for, or worked for
- State or Local Government that I applied to, work for, or worked for
- Union that represents me
- Temp agency or staffing firm that did not refer me to a job
- Federal Government agency that I applied to, work for, or worked for as a federal contractor
- Other

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Step 4: If the Discrimination happened within the last 180 days, click the Next button.

SUBMITTING AN INQUIRY IS DIFFERENT FROM FILING A CHARGE OF DISCRIMINATION.


A charge of discrimination is a signed statement asserting that an organization engaged in employment discrimination. It requests EEOC to take remedial action. The laws enforced by EEOC, except for the Equal Pay Act, require you to file a charge before you can file a lawsuit for discrimination. There are strict [time limits for filing a charge](#).

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Step 5: Click any of the links, or watch one of the videos to learn more about filing a charge at this time. If you wish to continue to file a charge, click the next button.

The following video explains the basics of filing a charge with EEOC.

Watch Video Tutorial (English)



Ver Video Tutorial (Español)



You may also follow these links to learn more:

- [What laws does EEOC enforce?](#)
- [What types of discrimination does EEOC cover?](#)
- [Is what happened to me covered by EEOC laws?](#)
- [What are the time deadlines for filing with EEOC?](#)
- [Will my employer be notified if I file with EEOC?](#)
- [Do I have to report my legal status in order to file with EEOC?](#)
- [What happens after I file with EEOC?](#)
- [How long does it take EEOC to resolve my charge?](#)

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Step 6: Select the date of when the discrimination occurred on the drop down calendar box, then click the next button.

Timeliness

On what day did the discriminatory action occur? For example, if you claim you were denied a promotion on April 19, 2017 because of your gender, then enter "4/19/2017".

If you allege more than one discriminatory action, please enter the most recent date. For example, if you claim you are being continually harassed at work because of your race, enter the date of the most recent act of harassment.

The date you provide helps EEOC determine [how much time you have to file a charge](#). In most states, you have 300 days from the date the discrimination took place to file a charge, but in some states you have only 180 days.

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Step 7: Click the button next to the type of discrimination that applies to your situation, then click the Next button.

Reason

I believe I was discriminated against because (check at least one, or as many as apply; for more each choice, click the "i" icon)

- Age - I am 40 years of age or older [i](#)
- Color [i](#)
- Disability [i](#)
- Genetic information, my family medical history, or my participation in genetic services like counseling or testing [i](#)
- National origin, and/or ethnicity [i](#)
- Race [i](#)
- Religion [i](#)
- Sex (including pregnancy, sexual orientation, and gender identity) [i](#)
- Retaliation - I filed a charge of job discrimination about any of the above [i](#)
- Retaliation - I contacted a government agency to complain about job discrimination [i](#)
- Retaliation - I complained to my employer about job discrimination [i](#)
- Retaliation - I helped or was a witness in someone else's complaint about job discrimination [i](#)
- Something Else

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Step 8: Select the amount of employees that best matches how many employees you have working at your location, then select the Next button.

Number of Employees

How many employees does the organization you believe discriminated against you have? Estimate all employees at all locations. (Providing an [accurate estimate of the number of employees](#) helps determine whether the EEOC is the right agency to assist you.)

- 20 or more employees
- Between 15 and 19 employees
- Less than 15 employees
- An uncertain number of employees

[Next](#) [Back](#)

Step 9: In the drop-down box, select the location where you were discriminated against by State, then click Next.

Location

Where did the discriminatory action occur?

The location you choose helps EEOC determine [how much time you have to file a charge](#).

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Step 10: Review the Summary to make sure everything you entered was accurate, then click the Next button.

Summary of your responses

To change a response click the "edit" icon to the right of your response.

-  The type of employer I believe discriminated against me is a **Business or non-profit organization that I applied to, work for, or worked for**
-  The discriminatory action occurred on or about **07/29/2022**
-  The number of employees in the Organization is **20 or more**
-  I believe I was discriminated against because of **Race**
-  The discriminatory action occurred in **Minnesota**

[Next](#)

Step 11: On the next page, the information in the red box below tells you if you need to schedule an interview with an EEOC representative. Click the next button to continue.

Summary of responses from Informational Self Screening

The type of employer I believe discriminated against me is a **Business or non-profit organization that I applied to, work for, or worked for**
The discriminatory action occurred on or about **07/29/2022**
The number of employees in the Organization is **20 or more**
I believe I was discriminated against because of **Race**
The discriminatory action occurred in **Minnesota**

Based on the responses you provided, your situation appears to be covered by the laws that EEOC enforces.

We recommend that you schedule an interview with an EEOC representative to discuss the details of your situation. In our experience, an interview helps individuals make more informed decisions about whether to file a charge.

If you would like to schedule an interview with an EEOC representative to discuss filing a charge, please click Next to submit an online inquiry and schedule an appointment. If you submit an online inquiry, your responses to the previous questions will be saved as part of that inquiry.

Submitting an inquiry is not the same as filing a charge of discrimination.

A charge of discrimination is a signed statement asserting that an organization engaged in employment discrimination. It requests EEOC to take remedial action. The laws enforced by EEOC, except for the Equal Pay Act, require you to file a charge before you can file a lawsuit for unlawful discrimination. There are strict [time limits for filing a charge](#).

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Step 12: Read the disclaimer, and click the Register link to continue.

Sign In

The authorized use of this system is for official EEOC case management and reporting. Access by unauthorized users or for purposes not authorized by the Commission, is subject to civil and criminal penalties or administrative action for computer fraud and abuse. EEOC takes measures to maintain the security, confidentiality, and integrity of the information we collect at this site, such as access controls designed to limit access to the information, as necessary to accomplish its mission. EEOC also employs various security technologies to protect the information stored on its systems. All uses of this system and portal are subject to monitoring and inspection according to public law.

If you have not registered please do so by clicking [Register](#) to continue your filing

Step 14: Read the Privacy Policy, then click ok at the bottom of the policy to begin entering your personal contact information in. Click the submit button after filling in the information and an Investigator will reach out to you to get the process finalized.

Privacy Policy for the U.S. Equal Employment Opportunity Commission Public Portal Web Site

This Privacy Policy outlines the information we collect when you visit our website and how we use this information.

We receive two types of information when you visit our site:

- Information automatically collected.
- Information you choose to provide.

Information collected and stored automatically:

Our web servers, which are run by third party service providers, may collect certain information automatically, and some of this information is made available to us. If you visit our site to read or download information, the following information is collected automatically by the web server. None of this information is used to identify you.

- The name of internet domain and IP address (an IP address is a number that is automatically assigned to your computer when you are connected to a network, such as the Internet). This information is used to help count the number of unique visits made to the site.

Scroll through as you read to the bottom to get to ok button, then click ok

This site is maintained by the U.S. government and protected by various provisions of Title 18 of the U.S. Code. Violations of Title 18 are subject to criminal prosecution in federal court. We maintain a variety of physical, electronic and procedural safeguards to protect the security of this web site and any personal information you provide to us. For site security purposes and to ensure that the site remains available to all users, this Government computer system employs software programs to monitor network traffic to identify unauthorized attempts to upload or change information, or otherwise cause damage. Anyone using this system expressly consents to such monitoring and is advised that if such monitoring reveals evidence of possible abuse or criminal activity, such evidence may be provided to appropriate law enforcement officials. Unauthorized attempts to upload or change information on this server are strictly prohibited and may be punishable by law, including the Computer Fraud and Abuse Act of 1986, and the National Information Infrastructure Protection Act of 1996.

Changes to this policy: We will revise or update this policy if our practices change. You should refer back to this page often for the latest information and the effective date of any changes. If we decide to change this policy, we will post a new policy on our site and change the date at the bottom.

Ok

Create Account

Personal Information

If you are using Microsoft Edge® as your Web Browser, be sure you **turn off** the Browser's 'Auto-Fill' settings. To learn how to do this, please visit [here](#).

I am not a charging party or complainant, but I represent a charging party or complainant

Salutation:

First Name:*

Middle Initial:

Last Name:*

Suffix:

Address (1):*

Address (2):

Country/Region:*

Postal/Zip Code: (required (*) if Country is selected as USA):

City:*

State:

Email address: *

(You must validate the Email address)

Please enter at least one phone number:*

Home Phone Number:

Cell Phone Number:

Email Language Preference:

Login Information

User ID:*

Password:*

Password Confirmation:*

Security Questions

Password Hint Question 1:*

Password Hint Answer 1:*

Password Hint Question 2:*

Password Hint Answer 2:*