

Know Your Rights

Workplace Discrimination is **Illegal**

Who is Protected?

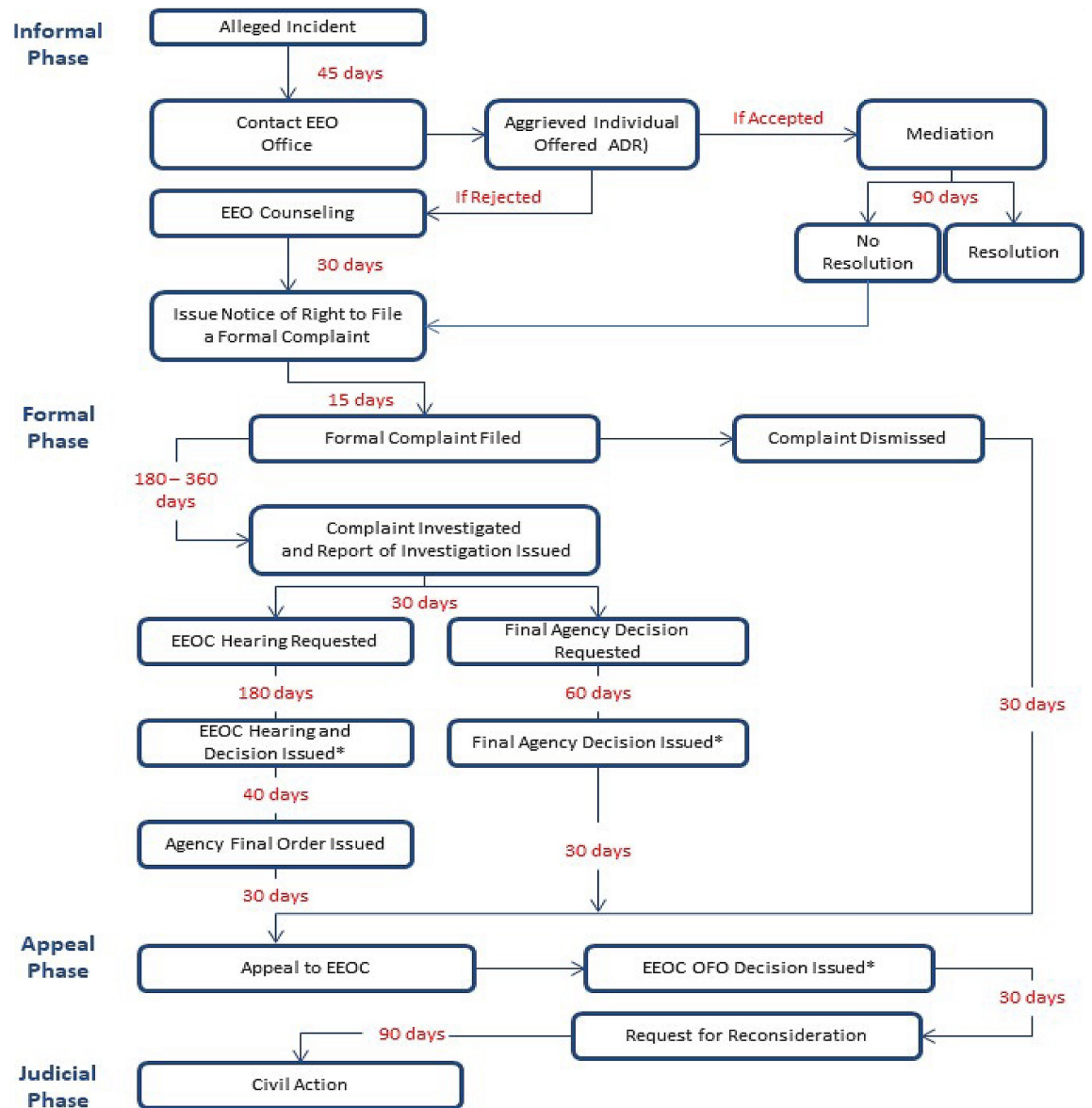
- Employees (current and former), including managers and temporary employees
- Job applicants

What Type of Employment Discrimination is Illegal?

Under the EEOC's laws, an employer may not discriminate against you based on one or more of the following:

- Race
- Color
- Religion
- National origin
- Sex (including pregnancy & related conditions, sexual orientation, or gender identity)
- Age (40 & older)
- Disability (mental & physical)
- Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
- Reprisal (prior EEO related activity)

EEO Complaint Processing Flow Chart



What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including:

- Discharge, termination, or lay-off
- Harassment (including unwelcome verbal or physical conduct)
- Classification
- Referral
- Assignment
- Benefits
- Training
- Hiring or promotion
- Receiving unequal pay (wages or compensation)
- Obtaining or disclosing genetic information of employees
- Requesting or disclosing medical information of employees
- Discouraging someone from opposing discrimination
- Filing a charge, or participating in an investigation or proceeding
- Failing to provide a reasonable accommodation for a disability or religious belief, observance

If you feel you have been discriminated against, contact the EEO Office within 45 calendar days of the alleged act or action taken against you.

EEO Complaints

How to file an EEO Complaint

RD EEO Contact Information

Email:

ra.rd.dcwa2.efax7792@usda.gov

Call: 1-800-787-8821

Online:

<https://tinyurl.com/32dn9a6f>

EEO Resources

For the latest updates visit

RD Civil Rights Office:

<https://usdagcc.sharepoint.com/sites/RD-CR/SitePages/Home.aspx>

RD EEO Office:

<https://www.rd.usda.gov/about-rd/offices/civil-rights/equal-employment-opportunity-branch>

EEOC

For more information on federal laws that protect you from discrimination in employment, contact the U.S. Equal Employment Opportunity Commission (EEOC) at <https://www.eeoc.gov/>