

# Know Your Rights

## Workplace Discrimination is **Illegal**

### Who is Protected?

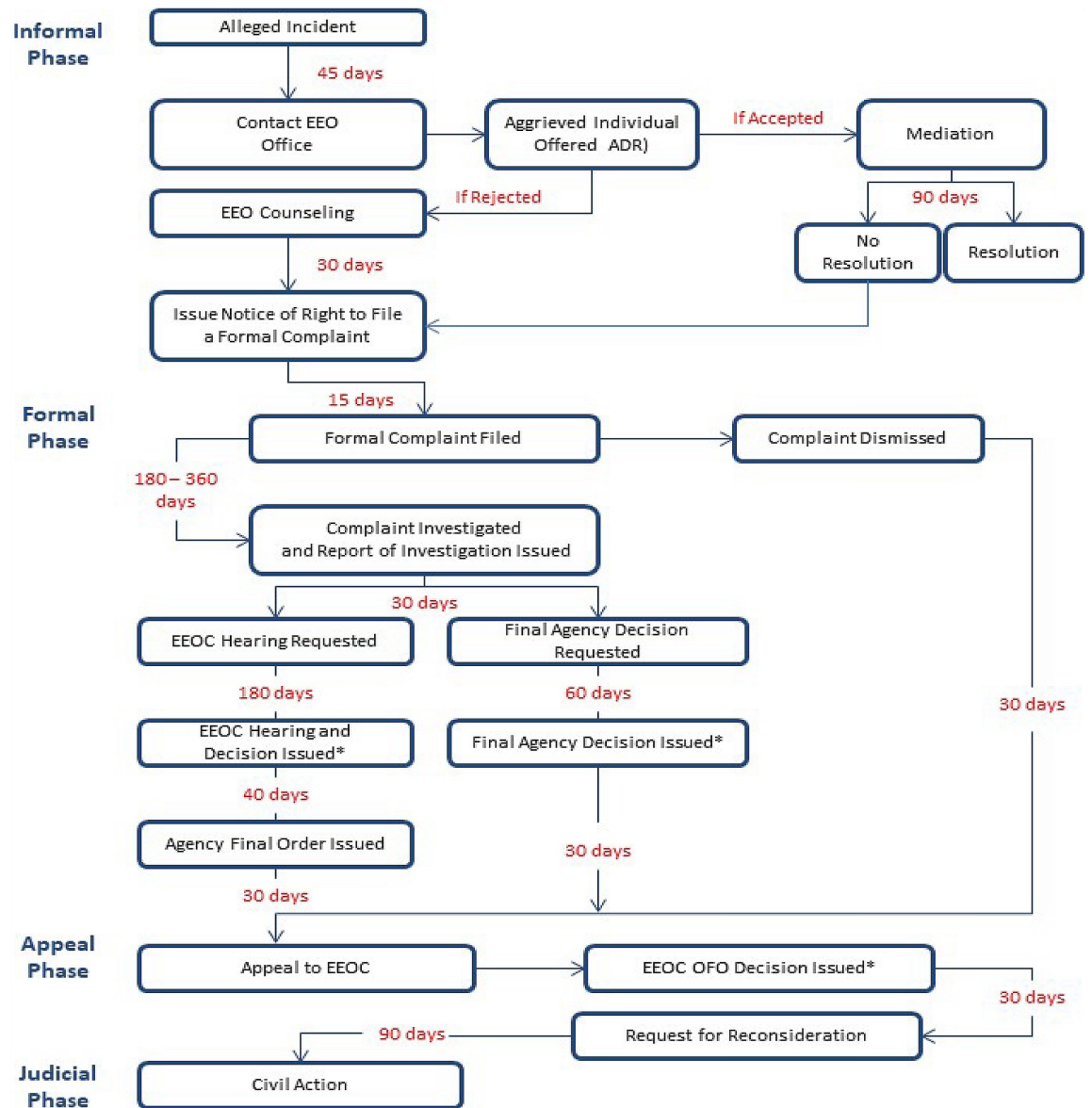
- Employees (current and former), including managers and temporary employees
- Job applicants

### 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](mailto: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/>