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EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

1801 L Street NW., Washington, DC 20507
Phone, 202–663–4900. TTY, 202–663–4494. Internet, www.eeoc.gov.

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Vice Chairman	PAUL M. IGASAKI
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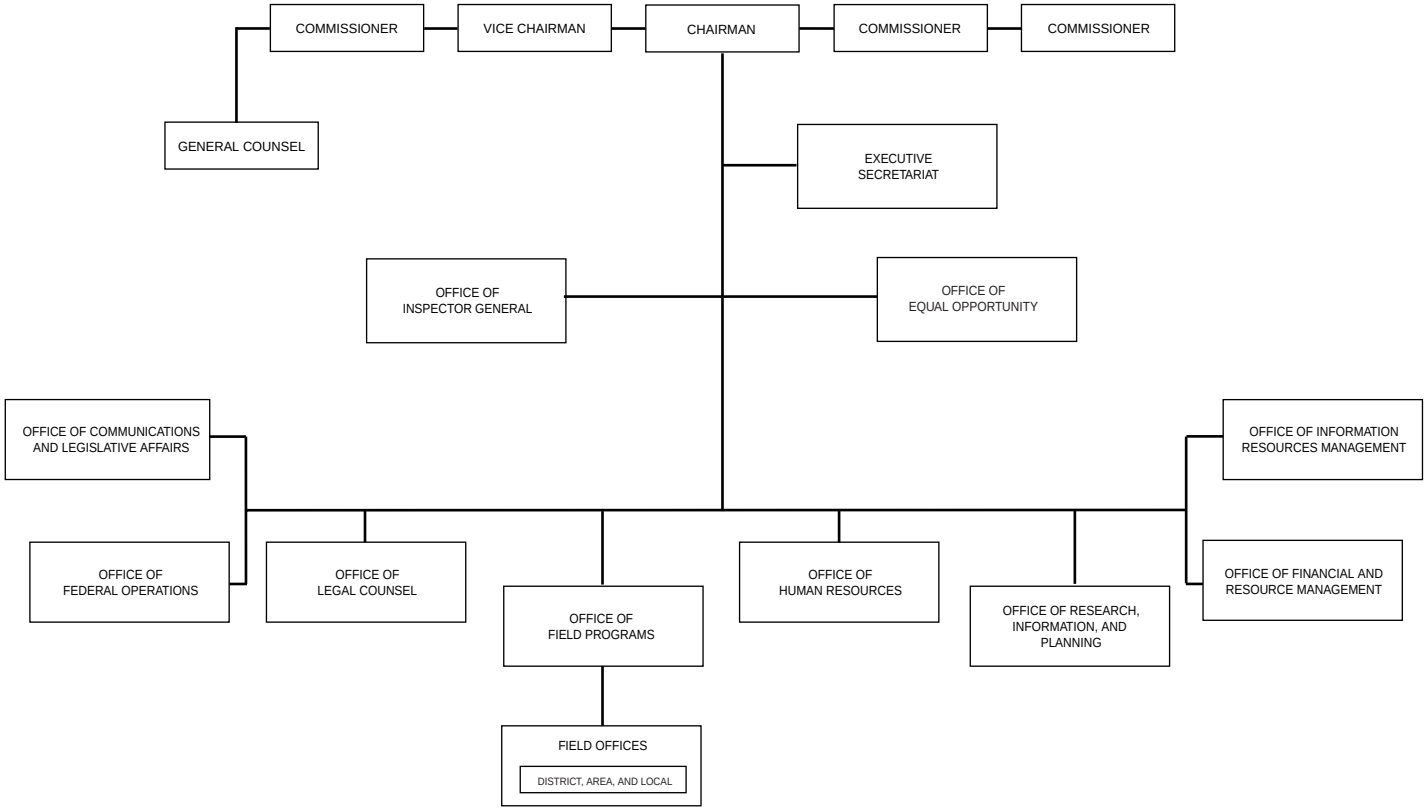
The Equal Employment Opportunity Commission enforces laws which prohibit discrimination based on race, color, religion, sex, national origin, disability, or age in hiring, promoting, firing, setting wages, testing, training, apprenticeship, and all other terms and conditions of employment. The Commission conducts investigations of alleged discrimination; makes determinations based on gathered evidence; attempts conciliation when discrimination has taken place; files lawsuits; and conducts voluntary assistance programs for employers, unions, and community organizations. The Commission also has adjudicatory and oversight responsibility for all compliance and enforcement activities relating to equal employment opportunity among Federal employees and applicants, including discrimination against individuals with disabilities.

The Equal Employment Opportunity Commission (EEOC) was created by title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e–4), and became operational July 2, 1965. The Commission is comprised of five Commissioners appointed by the President, with the advice and consent of the Senate, for 5-year staggered terms. The President designates a Chairman and a Vice Chairman. The Commission

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION



operates through 50 field offices, each of which processes charges.

Activities

Enforcement The Commission's field offices receive charges of job discrimination under title VII of the Civil Rights Act, the Americans with Disabilities Act, the Equal Pay Act, and the Age Discrimination in Employment Act. Field offices may initiate investigations to find violations of the acts.

Charges Under Title VII Title VII prohibits employment discrimination based on race, color, religion, sex, or national origin by private employers, State and local governments, and educational institutions with 15 or more employees, or by the Federal Government, private and public employment agencies, labor organizations, and joint labor-management committees for apprenticeship and training.

If there is reasonable cause to believe a charge filed is true, the district, area, or local office attempts to remedy the alleged unlawful practices through informal methods of conciliation, conference, and persuasion. If an acceptable conciliation agreement is not secured, the case is considered for possible litigation. If litigation is approved, the Commission will bring suit in an appropriate Federal district court.

Americans with Disabilities Act Charges Employment discrimination charges based on disability may be filed at any of the Commission's field offices. The Commission will investigate and attempt to conciliate the charges.

Age Discrimination in Employment Act or Equal Pay Act Charges and Complaints When a discrimination charge is filed, the Commission will attempt to eliminate the unlawful practice through informal methods of conciliation, conference, and persuasion. A lawsuit may be brought by the Commission if conciliation fails, or individuals may file suit on their own. A lawsuit under the EPA may be filed by the Commission or by the complainant.

Complaints Against the Federal Government The Commission's Federal sector processing regulations guide Federal employees or job applicants who want to file complaints of job discrimination based on race, color, national origin, sex, religion, age, or physical or mental disability. Informal mediation of the matter is required before filing a charge. An accepted complaint is investigated by the respondent agency, and there is a right to a hearing before an EEOC administrative judge before the agency issues its final decision. Final decisions may be appealed.

Other Activities The Commission actively promotes voluntary compliance with equal employment opportunity statutes through a variety of educational and technical assistance activities. A distinct activity of the Commission is the Voluntary Assistance Program. This outreach program is designed to provide educational and technical assistance to small and midsize employers and unions—through 1-day seminars on equal employment opportunity laws—about their rights and obligations under all the statutes that the Commission enforces.

Another activity initiated by the Commission is the Expanded Presence Program, which is designed to make the Commission accessible in areas identified as underserved by Commission offices.

Through its Educational Technical Assistance and Training Revolving Fund, the Commission is also able to provide its constituency with advanced and specialized technical assistance offerings. Fees charged for Revolving Fund products are not to exceed the cost of producing the materials or services provided, are to bear a direct relationship to the cost of providing such outreach, and are to be imposed on a uniform basis.

The Commission participates in the development of employment discrimination law through the issuance of guidelines, publication of significant Commission decisions, and involvement in litigation brought under the relevant statutes.

The Commission has direct liaison with Federal, State, and local governments, employers and union organizations, trade associations, civil rights organizations, and other agencies and organizations concerned with employment of minority group members and women.

The Commission develops and implements affirmative employment policies designed to enhance the occupational status of minorities, women, and persons with disabilities in the Federal Government.

The Commission also publishes data on the employment status of minorities and women. Through 6 employment surveys covering private employers, apprenticeship programs, labor unions, State and local governments, elementary and secondary schools, and colleges and universities, the Commission tabulates and stores data on the ethnic, racial, and sex composition of employees at all job levels within the reported groups.

Research information thus collected is shared with selected Federal agencies, and is made available, in appropriate form, for public use.

Field Offices—Equal Employment Opportunity Commission

(DO: District Office; AO: Area Office; LO: Local Office; FO: Field Office)

Office	Address/Telephone	Director
Albuquerque, NM (DO)	Suite 900, 505 Marquette NW., 87102. Ph., 505–248–5201. Fax, 505–248–5233. TTY, 505–248–5240.	Georgia Marchbanks
Atlanta, GA (DO)	Suite 4R30, 100 Alabama St. NW., 30303. Ph., 404–562–6930. Fax, 404–562–6909. TTY, 404–562–6801.	Bernice Williams-Kimbrough
Baltimore, MD (DO)	3d Fl., City Crescent Bldg., 10 S. Howard St., 21201. Ph., 410–962–3932. Fax, 410–962–2817. TTY, 410–962–6065.	Michael C. Fetzer, *Acting*
Birmingham, AL (DO)	Suite 101, 1900 3d Ave. N., 35203–2397. Ph., 205–731–0082. Fax, 205–731–2101. TTY, 205–731–0175.	Donald Burris
Boston, MA (AO)	Rm. 475, John F. Kennedy Fed. Bldg., 02203. Ph., 617–565–3190. Fax, 617–565–3196. TTY, 617–565–3204.	Robert L. Sanders
Buffalo, NY (LO)	Suite 350, 6 Fountain Plz., 14202. Ph., 716–551–4441. Fax, 716–551–4387. TTY, 716–551–5923.	Elizabeth Cadle
Charlotte, NC (DO)	Suite 400, 129 W. Trade St., 28202. Ph., 704–344–6682. Fax, 704–344–6734. TTY, 704–334–6684.	Marsha J. Drane
Chicago, IL (DO)	Suite 2800, 500 W. Madison St., 60661. Ph., 312–353–2713. Fax, 312–353–4041. TTY, 312–353–2421.	John P. Rowe
Cincinnati, OH (AO)	Suite 810, 525 Vine St., 45202–3122. Ph., 513–684–2851. Fax, 513–684–2361. TTY, 513–684–6698.	(Vacancy)
Cleveland, OH (DO)	Suite 850, 1660 W. 2d St., 44113–1454. Ph., 216–522–2001. Fax, 216–522–7395. TTY, 216–522–8441.	(Vacancy)
Dallas, TX (DO)	3d Fl., 207 S. Houston St., 75202–4726. Ph., 214–655–3355. Fax, 214–655–3443. TTY, 214–655–3363.	Thelma H. Taylor
Denver, CO (DO)	Suite 510, 303 E. 17th Ave., 80203. Ph., 303–866–1300. Fax, 303–866–1386. TTY, 303–866–1950.	Francisco J. Flores
Detroit, MI (DO)	Rm. 865, 477 Michigan Ave., 48226–9704. Ph., 313–226–4600. Fax, 313–226–2778. TTY, 313–226–7599.	James R. Neely, Jr.
El Paso, TX (AO)	Suite 100, Bldg. C, 4171 N. Mesa St., 79902. Ph., 915–534–6550. Fax, 915–534–6552. TTY, 915–534–6545.	Robert Calderon
Fresno, CA (LO)	Suite 103, 1265 W. Shaw Ave., 93711. Ph., 209–487–5793. Fax, 209–487–5053. TTY, 209–487–5837.	David Rodriguez
Greensboro, NC (LO)	801 Summit Ave., 27405–7813. Ph., 336–333–5174. Fax, 336–333–5051. TTY, 336–333–5542.	Patricia B. Fuller
Greenville, SC (LO)	Suite 530, 15 S. Main St., 29601. Ph., 864–241–4400. Fax, 864–241–4416. TTY, 864–241–4403.	Denise Anderson
Honolulu, HI (LO)	Rm. 7–127, 300 Ala Moana Blvd., 96850–0051. Ph., 808–541–3120. Fax, 808–541–3390. TTY, 808–541–3131.	Timothy A. Riera
Houston, TX (DO)	7th Fl., 1919 Smith St., 77002. Ph., 713–209–3320. Fax, 713–209–3381. TTY, 713–209–3439.	Harriet J. Ehrlich
Indianapolis, IN (DO)	Suite 1900, 101 W. Ohio St., 46204–4203. Ph., 317–226–7212. Fax, 317–226–7953, 317–226–5571. TTY, 317–226–5162.	Danny E. Harter
Jackson, MS (AO)	207 W. Amite St., 39201. Ph., 601–965–4537. Fax, 601–965–5272. TTY, 601–965–4915.	Benjamin Bradley
Kansas City, KS (AO)	Suite 905, 400 State Ave., 66101. Ph., 913–551–5655. Fax, 913–551–6956. TTY, 913–551–5657.	George Dixon
Little Rock, AR (AO)	Suite 625, 425 W. Capitol Ave., 72201. Ph., 501–324–5060. Fax, 501–324–5991. TTY, 501–324–5481.	Kay Klugh
Los Angeles, CA (DO)	4th Fl., 255 E. Temple St., 90012. Ph., 213–894–1000. Fax, 213–894–1118. TTY, 213–894–1121.	Thelma Taylor
Louisville, KY (AO)	Suite 268, 600 Dr. Martin Luther King Jr. Pl., 40202. Ph., 502–582–6082. Fax, 502–582–5895. TTY, 502–582–6285.	Marcia Hall Craig
Memphis, TN (DO)	Suite 621, 1407 Union Ave., 38104.	Walter S. Grabon

Field Offices—Equal Employment Opportunity Commission—Continued

(DO: District Office; AO: Area Office; LO: Local Office; FO: Field Office)

Office	Address/Telephone	Director
Miami, FL (DO)	Ph., 901–544–0115. Fax, 901–544–0111. TTY, 901–544–0112. Suite 2700, 2 S. Biscayne Blvd., 33131. Ph., 305–536–4491. Fax, 305–536–4011. TTY, 305–536–5721.	Federico Costales
Milwaukee, WI (DO)	Suite 800, 310 W. Wisconsin Ave., 53203–2292. Ph., 414–297–1111. Fax, 414–297–4133. TTY, 414–297–1115.	Chester V. Bailey
Minneapolis, MN (AO)	Suite 430, 330 S. 2d Ave., 55401–2224. Ph., 612–335–4040. Fax, 612–335–4044. TTY, 612–335–4045.	Michael J. Bloyer
Nashville, TN (AO)	Suite 202, 50 Vantage Way, 37228–9940. Ph., 615–736–5820. Fax, 615–736–2107. TTY, 615–736–5870.	(Vacancy)
Newark, NJ (AO)	21st Fl., One Newark Ctr., 07102–5233. Ph., 973–645–6383. Fax, 973–645–4524. TTY, 973–645–3004.	Corrado Gigante
New Orleans, LA (DO)	Suite 600, 701 Loyola Ave., 70113–9936. Ph., 504–589–2329. Fax, 504–589–6861. TTY, 504–589–2958.	Patricia T. Bivins
New York, NY (DO)	18th Fl., 7 World Trade Ctr., 10048–1102. Ph., 212–748–8500. Fax, 212–748–8464. TTY, 212–748–8399.	Spencer H. Lewis, Jr.
Norfolk, VA (AO)	Suite 4300, 101 W. Main St., 23510. Ph., 757–441–3470. Fax, 757–441–6720. TTY, 757–441–3578.	Herbert Brown
Oakland, CA (LO)	Suite 1170–N, 1301 Clay St., 94612–5217. Ph., 510–637–3230. Fax, 510–637–3235. TTY, 510–637–3234.	Joyce A. Hendy
Oklahoma City, OK (AO)	Suite 1350, 210 Park Ave., 73102. Ph., 405–231–4911. Fax, 405–231–4140. TTY, 405–231–5745.	Alma Anderson
Philadelphia, PA (DO)	Suite 400, 21 S. 5th St., 19106–2515. Ph., 215–451–5800. Fax, 215–451–5804. TTY, 215–451–5814.	Marie M. Tomasso
Phoenix, AZ (DO)	Suite 690, 3300 N. Central Ave., 85012–2504. Ph., 602–640–5000. Fax, 602–640–5071. TTY, 602–640–5072.	Charles D. Burtner
Pittsburgh, PA (AO)	Suite 300, 1001 Liberty Ave., 15222–4187. Ph., 412–644–3444. Fax, 412–644–2664. TTY, 412–644–2720.	Eugene V. Nelson
Raleigh, NC (AO)	1309 Annapolis Dr., 27608–2129. Ph., 919–856–4064. Fax, 919–856–4151. TTY, 919–856–4296.	Richard E. Walz
Richmond, VA (AO)	Rm. 229, 3600 W. Broad St., 23230. Ph., 804–278–4651. Fax, 804–278–4660. TTY, 804–278–4654.	Gloria L. Underwood
San Antonio, TX (DO)	Suite 200, 5410 Fredericksburg Rd., 78229–3555. Ph., 210–281–7642. Fax, 210–229–4381. TTY, 210–229–4858.	Pedro Esquivel
San Diego, CA (AO)	Suite 1550, 401 B St., 92101. Ph., 619–557–7235. Fax, 619–557–7274. TTY, 619–557–7232.	Patrick Matarazzo
San Francisco, CA (DO)	Suite 500, 901 Market St., 94103. Ph., 415–356–5100. Fax, 415–356–5126. TTY, 415–356–5098.	Susan L. McDuffie
San Jose, CA (LO)	Suite 200, 96 N. 3d St., 95112. Ph., 408–291–7352. Fax, 408–291–4539. TTY, 408–291–7374.	(Vacancy)
Savannah, GA (LO)	Suite G, 410 Mall Blvd., 31406–4821. Ph., 912–652–4234. Fax, 912–652–4248. TTY, 912–652–4439.	Marvin C. Frazier
Seattle, WA (DO)	Suite 400, 909 First Ave., 98104–1061. Ph., 206–220–6883. Fax, 206–220–6911. TTY, 206–220–6882.	Jeanette M. Leino
St. Louis, MO (DO)	Rm. 8.100, 1222 Spruce St., 63103. Ph., 314–539–7800. Fax, 314–539–7894. TTY, 314–539–7803.	Lynn Bruner
Tampa, FL (AO)	Rm. 1020, 501 E. Polk St., 33602. Ph., 813–228–2310. Fax, 813–228–2841. TTY, 813–228–2003.	Manuel Zurita
Washington, DC (FO)	Suite 200, 1400 L St. NW., 20005. Ph., 202–275–7377. Fax, 202–275–6834. TTY, 202–275–7518.	Tulio Diaz, Jr.

Sources of Information

Electronic Access Information regarding the programs, publications, and activities of the Commission is available through the Internet, at www.eeoc.gov.

Employment The Commission selects its employees from various examinations and registers, including mid- and senior-level registers, secretarial, typing, and stenographic registers, and the Equal Opportunity Specialist register. Employment inquiries or applications for positions in the headquarters office should be directed to the Office of Human Resources, Equal Employment Opportunity Commission, 1801 L Street NW., Washington, DC 20507 (phone, 202–663–4306), or contact the appropriate district office for district office positions.

General Inquiries A nationwide toll-free telephone number links callers with the appropriate field office where charges may be filed. Phone, 800–669–4000. TTY, 800–669–6820.

Information About Survey Forms (EEO–1, 2, 3, 4, 5, and 6). Phone, 202–663–4958.

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