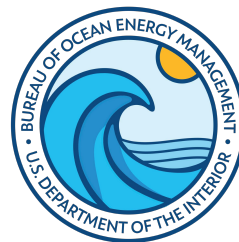




EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW



The Bureau of Ocean Energy Management, Office of Civil Rights (BOEM-OCR) supports BOEM's commitment to being a model EEO employer by promoting and facilitating compliance with EEO laws, regulations, and mandates. Contact BOEM-OCR if you believe that you have been subjected to employment discrimination under the laws enforced by the U.S. Equal Employment Opportunity Commission (EEOC).

Who is Protected?

- Employees (current and former), including managers and temporary employees
- Job applicants
- Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

- Race
- Color
- Religion
- National origin
- Sex
- Age (40 and older)
- Disability
- Genetic information
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
- Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

What Organizations are Covered?

- Most private employers
- Federal, state and local government (as employers)
- Educational institutions (as employers)
- Unions
- Staffing agencies

What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including:

- Discharge, firing, or lay-off
- Harassment (including unwelcome verbal or physical conduct)
- Hiring or promotion
- Assignment
- Pay (unequal wages or compensation)
- Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice
- Benefits
- Job training
- Classification
- Referral
- Obtaining or disclosing genetic information of employees
- Requesting or disclosing medical information of employees
- Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding
- Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation

What Can You Do If You Believe Discrimination Has Occurred?

Contact a Counselor at BOEM-OCR promptly if you suspect discrimination, do not delay. EEO law requires that you initiate Counselor contact within 45 days of the matter alleged to be discriminatory.

A BOEM-OCR Counselor is reachable by emailing OCR@boem.gov or calling 202-208-6263. If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

