EEOC Safety Topic



This section addresses the U.S. Equal Employment Opportunity Commission (EEOC) and its role in workplace employment.

Overview

Federal law prohibits occupational discrimination (for both current and potential employees) based on race, color, religion, sex, nationality, disability, pregnancy, genetics, or age (for those 40 or older). The EEOC, the federal regulatory agency, governs (in most situations) any employer/ business with a minimum of 15 employees – except for age discrimination cases which the minimum number of employees raises to 20. Note: it is also illegal to retaliate, punish or discriminate in any way against an individual who charges or participates in the charging of an employer for discrimination.

Employment Practices

Under the EEOC, federal law forbids discrimination in all employment aspects. This includes…