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**CHURCHES**  
FOR THE SAKE  
OF OTHERS

## State Specific Worksheet for the Sexual Harassment Prevention Training

Click on your state below to get state specific information. If it is determined, that a federal claim is the best manner of reporting below is the information to report to the Equal Employment Opportunity Commission (EEOC). See the state specific information to see if there is a local EEOC office in your state as well.

**To file a charge, call or visit online:**

**1-800-669-4000 | [www.EEOC.gov](http://www.EEOC.gov)**

1-800-669-6820 (TTY for Deaf/Hard of Hearing callers only)

1-844-234-5122 (ASL Video Phone for Deaf/Hard of Hearing callers only)

Click on your state for state specific information: [Arkansas](#), [California](#), [Colorado](#), [Florida](#), [Georgia](#), [Hawaii](#), [Illinois](#), [Indiana](#), [Kansas](#), [Oklahoma](#), [Oregon](#), [South Carolina](#), [Tennessee](#), [Texas](#)

State	Reporting Contact Information	Miscellaneous information
Arkansas	<p>Report to the local EEOC office. Further resource for how to file a charge with the EEO. <a href="https://www.eeoc.gov/how-file-charge-employment-discrimination">https://www.eeoc.gov/how-file-charge-employment-discrimination</a></p> <p><b>Equal Employment Opportunity Commission (EEOC)</b> <b>Little Rock Area Office</b> 820 Louisiana Street Suite 200 Little Rock, AR 72201 <b>Phone:</b> 1-800-669-4000 <b>Fax:</b> (501) 324-5481 <b>TTY:</b> 1-800-669-6820</p>	<ul style="list-style-type: none"><li>Federal law only applies to organizations with 15 or more employees, so employees in smaller companies are not covered by EEOC protections in Arkansas.</li><li>Arkansas does not have a state administrative agency to accept discrimination charges, which are a prerequisite to pursuing most discrimination claims in court. Therefore, for most discrimination claims, you need to file a sworn charge of discrimination with your local Equal Employment Opportunity Commission (EEOC) office.</li><li>The Arkansas Civil Rights Act prohibits employment discrimination based on gender, including pregnancy, childbirth, or related medical conditions (AR Code Sec. 16-123-101 et seq.). The courts in Arkansas have ruled that the Act prohibits sexual harassment in the workplace (<i>Island v. Buena Vista Resort</i>, 352 Ark. 548 (2003)). However, because the Act does not expressly prohibit sexual harassment, the courts apply the analysis used by federal courts for harassment claims brought under Title VII of the Civil Rights Act of 1964 (Title VII). The Arkansas employment discrimination provision covers workplaces with fewer than 15 employees, which is the cutoff for many federal protections.</li></ul>

<p>California</p>	<p>In California, a discrimination claim can be filed either with the state administrative agency, the <b>California Department of Fair Employment and Housing (DFEH)</b> or the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a “work-sharing agreement,” which means that the agencies cooperate with each other to process claims. Filing a claim with both agencies is unnecessary, as long as you indicate to one of the agencies that you want it to “cross-file” the claim with the other agency.</p> <p>The California anti-discrimination statute covers some smaller employers not covered by federal law. Therefore, if your workplace has between 5 and 14 employees (or one or more employees for harassment claims), you should file with the DFEH, as the EEOC enforces federal law, which only covers employers with 15 or more employees (20 or more employees for age discrimination claims). If your workplace has 15 or more employees (20 or more for age claims), you may file with either agency. To file a claim with the <b>DFEH</b>, you must first contact the headquarters through the toll-free employment discrimination hotline before you can set up an appointment at a district office in person. More information about filing a claim with the DFEH can be found at <a href="http://www.dfeh.ca.gov">www.dfeh.ca.gov</a></p> <p><b>Department of Fair Employment and Housing</b>  <b>— Headquarters</b>  2218 Kausen Drive</p>	<ul style="list-style-type: none"> <li>• California sexual harassment law protects both independent contractors and unpaid interns.</li> <li>• California law allows harassers to be held personally responsible in court. (Federal law only allows employers to be named in a lawsuit.)</li> <li>• California harassment law has no caps on punitive and compensatory damages in court. (Federal law starts at a \$50,000 cap for employers with 15-100 employees and caps larger companies with 500 or more employees at \$300,000)</li> <li>• California protects employees from harassment based on sexual orientation and gender identity with an exemption for religious organizations and requires supervisors to be trained on the subject as part of mandatory sexual harassment training. (The EEOC protects LGBT employees through its interpretation of sex discrimination in Title VII, however federal law does not specifically name sexual orientation and gender identity as protected groups.)</li> <li>• Employees in California should be advised of their right to file a complaint with the Department of Fair Employment and Housing within 365 days. California law provides more protections for employees than federal law, however, employees also have the right to file with the EEOC. Filing with the EEOC is recommended in only rare circumstances.</li> </ul>
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	<p>Suite 100</p> <p>Elk Grove, CA 95758</p> <p>Toll Free: (800) 884-1684</p> <p>Phone: (916) 478-7251</p> <p>TTY: (800) 700-2320</p> <p>Fax: (916) 227-2859</p> <p>Addresses for DFEH district offices are as follows:</p> <p><b>Bakersfield District Office</b></p> <p>4800 Stockdale Highway</p> <p>Suite 215</p> <p>Bakersfield, CA 93309</p> <p><b>Fresno District Office</b></p> <p>1277 E. Alluvial Avenue</p> <p>Suite 101</p> <p>Fresno, CA 93720</p> <p><b>Los Angeles District Office</b></p> <p>320 West 4th Street</p> <p>10th Floor</p> <p>Los Angeles, CA 90013</p> <p><b>Elk Grove Office</b></p> <p>2218 Kausen Drive</p> <p>Suite 100</p> <p>Elk Grove, CA 95758</p> <p><b>Bay Area Regional Office</b></p> <p>39141 Civic Center Drive</p> <p>Suite 250</p> <p>Fremont, CA 94538</p> <p>To file a claim with the <b>EEOC</b>, contact the nearest EEOC office below:</p> <p><b>EEOC - Fresno Local Office</b></p> <p>2300 Tulare Street, Suite 215</p> <p>Fresno, CA 93721</p> <p>Phone: 800-669-4000</p> <p>TTY: 800-669-6820</p>	
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	<p><b>EEOC - Los Angeles District Office</b>  255 East Temple Street, 4th Floor  Los Angeles, CA 90012  Phone: 800-669-4000  TTY: 800-669-6820</p> <p><b>EEOC - Oakland Local Office</b>  1301 Clay Street, Suite 1170-N Oakland, CA  Phone: 800-669-4000  TTY: 800-669-6820</p> <p><b>EEOC - San Diego Local Office</b>  555 West Beech Street, Suite 504  San Diego, CA 92101  Phone: 800-669-4000  TTY: 800-669-6820</p> <p><b>EEOC - San Francisco District Office</b>  450 Golden Gate Avenue 5 West,  P.O Box 36025  San Francisco, CA 94102  Phone: 800-669-4000  TTY: 510-735-8909</p> <p><b>EEOC - San Jose Local Office</b>  96 North 3rd Street, Suite 250  San Jose, CA 95112</p>	
Colorado	<p>A discrimination claim can be filed either with the state administrative agency, the <b>Colorado Civil Rights Division (CCRD)</b>, or with the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a “work-sharing agreement,” which means that the agencies cooperate with each other to process claims. Filing a claim with both agencies is unnecessary, as long as you indicate to one of the agencies that you want it to “cross-file” the claim with the other agency.</p> <p>The Colorado anti-discrimination statute covers employers of any size. Therefore, if your workplace has between 1 and 14 employees, you should file with the CCRD. The EEOC enforces federal law, which covers only employers with 15 or more employees (or 20 in the case of age discrimination). Some Colorado</p>	<ul style="list-style-type: none"> <li>• The Colorado Anti-Discrimination Act prohibits sexual harassment in Colorado workplaces.</li> <li>• Colorado state sexual harassment law applies to employers with 1 or more employees. (Federal law applies to organizations with 15 or more employees.)</li> <li>• Colorado law protects all public and private employees in the state from harassment and discrimination based on sexual orientation or gender identity with an exemption for religious organizations. (The EEOC protects LGBT employees through its interpretation of sex discrimination in Title VII, however federal law does not specifically name sexual orientation and gender identity as protected groups.)</li> <li>• Employees in Colorado workplaces should be apprised of their right to file a sexual harassment complaint with the Colorado Civil Rights Commission or the EEOC.</li> </ul>

	<p>attorneys recommend that you file with the CCRD first for all types of discrimination claims, due to the convenience of having several CCRD offices in the state and the CCRD's ability to proceed more quickly with investigations.</p> <p><b>Division of Civil Rights</b>  Colorado Civil Rights Division  1560 Broadway, Suite 1050  Denver, 80202  <b>Phone:</b> (303) 894-2997  <b>Toll-Free (English/Spanish):</b> (800) 262-4845  <b>Fax:</b> (303) 894-7830  <b>TDD:</b> (303) 894-7880</p>	
Florida	<p>How to report in Florida: A discrimination claim can be filed either with the state administrative agency, the <b>Florida Commission on Human Relations (FCHR)</b>, or the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a "work-sharing agreement," which means that the agencies cooperate with each other to process claims. Filing a claim with both agencies is unnecessary, as long as you indicate to one of the agencies that you want it to "cross-file" the claim with the other agency. However, an attorney may advise you to file separately with both agencies because of an existing legal debate over the state and federal administrative processes and how they affect an employee's ability to file a state claim in court.</p> <p>The Florida anti-discrimination statute covers some smaller employers not covered by federal law for age discrimination claims only. Therefore, if your workplace has between 15 and 20 employees, you should file your age discrimination claim with the FCHR since the EEOC enforces federal law, which</p>	<ul style="list-style-type: none"> <li>• The Florida Civil Rights Act prohibits employment harassment based on sex. Sexual harassment is a form of illegal sex discrimination.</li> <li>• Florida requires supervisors in executive branch agencies to receive sexual harassment training.</li> <li>• Employees in Florida workplaces should be apprised of their right to file a sexual harassment claim with the Florida Commission on Human Relations or the EEOC.</li> <li>• Chapter 60L-36.004 (1) of the Florida Administrative Code prohibits sexual harassment within the workforce and defines sexual harassment as</li> </ul> <p>"unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature from any person directed towards or in the presence of an employee or applicant when</p> <p>a. Submission to such conduct is either explicitly or implicitly a term or condition of an individual's employment;</p> <p>b. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or</p> <p>c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."</p> <ul style="list-style-type: none"> <li>•</li> </ul>

	<p>only covers employers with 20 or more employees in age discrimination cases and 15 or more employees in other types of discrimination cases. Otherwise, some attorneys suggest you file with the EEOC first, to best preserve your federal discrimination claim.</p> <p><b>Florida Commission on Human Relations</b>  4075 Esplanade Way  Room 110  Tallahassee, FL 32399  <b>Phone: (850) 488-7082</b>  <b>Para Español: (850) 907-6831</b>  <b>Toll-Free: 1-800-342-8170</b>  <b>For Those with Communication Impairments:</b>  The Florida Relay Service Voice (statewide) 711  TDD ASCII (800) 955-1339  TDD Baudot (800) 955 - 8771  <b>FAX: (850) 487-1007</b>  <b>E-Mail: <a href="mailto:fchrinfo@dms.state.fl.us">fchrinfo@dms.state.fl.us</a></b>  <b>Web</b>  <b>Address: <a href="http://fchr.state.fl.us">http://fchr.state.fl.us</a></b></p>	
Georgia	<p>If you are filing a complaint under the Georgia Fair Employment Practices Act, you may file a complaint with the Georgia Commission on Equal Opportunity (GCEO). If your claim does not fall under the Georgia Fair Employment Practices Act, you may file with the EEOC.</p> <p><b>Equal Employment Opportunity Commission (EEOC)</b></p> <p><b>Atlanta District Office</b></p> <p>Sam Nunn Atlanta Federal Center  100 Alabama Street, SW  Suite 4R30  Atlanta, Georgia 30303  <b>Phone: 1-800-669-4000</b>  <b>TTY: 1-800-669-6820</b>  <b>Fax: 404-562-6909</b></p> <p><b>Equal Employment Opportunity Commission (EEOC)</b></p> <p><b>Savannah Local Office</b></p> <p>7391 Hodgson Memorial Drive</p>	<ul style="list-style-type: none"> <li>• Georgia's Fair Employment Practices Act prohibits discrimination based on sex, sexual harassment is a form of sex discrimination.</li> <li>• Employees in Georgia should be advised of their right to file a complaint with the Georgia Department of Labor or the Equal Employment Opportunity Commission (EEOC).</li> </ul>

	<p>Suite 200</p> <p>Savannah, GA 31406-2579</p> <p><b>Phone:</b> 1-800-669-4000</p> <p><b>TTY:</b> 1-800-669-6820</p> <p><b>Fax:</b> 912-920-4484</p>	
Hawaii	<p>In Hawaii, it is possible to file a discrimination claim either with the state administrative agency, the <b>Hawai'i Civil Rights Commission (HCRC)</b>, or the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a "work-sharing agreement," which means that the agencies cooperate with each other to process claims. Filing a claim with both agencies is unnecessary, as long as you indicate to one of the agencies that you want it to "cross-file" the claim with the other agency.</p> <p>The Hawai'i anti-discrimination statute covers employers of any size. Therefore, if your workplace has between 1 and 14 employees, you should file with the HCRC, as the EEOC enforces federal law which covers only employers with 15 or more employees. Otherwise, some attorneys recommend that you file with the EEOC first.</p> <p>To file a claim with the HCRC, contact its office below. More information about filing a claim with the HCRC can be found at the HCRC Website</p> <p><b>Hawai'i Civil Rights Commission</b></p> <p>830 Punchbowl Street</p> <p>Room 411 Honolulu, HI 96813</p> <p>Phone: 808-586-8636</p> <p>Fax: 808-586-8655</p>	<p>The Hawaii Fair Employment Practices Act prohibits discrimination in employment based on sex (including gender identity or expression; pregnancy, childbirth, or related medical conditions), sexual orientation, marital status, or domestic or sexual violence victim status (<i>HI Rev. Stat. Sec. 378-1 et seq.</i>). Regulations issued by the Hawaii Civil Rights Commission expressly state that sexual harassment is a violation of the state's fair employment law (<i>HI Admin. Rule Sec. 12-46-109</i>). The law applies to all employers in the state.</p> <ul style="list-style-type: none"> <li>•</li> </ul>

	<p><b>Neighbor Islands</b></p> <p>Kaua'i: 274-3141, Ext. 6-8636</p> <p>Maui: 984-2400, Ext. 6-8636</p> <p>Hawai'i: 974-4000, Ext. 6-8636</p> <p>Lana'i and Moloka'i: 1(800) 468-4644, Ext. 6-8636</p> <p>To file a claim with the <b>EEOC</b>, contact your local EEOC office below. More information about filing a claim with the EEOC can be found at the EEOC How to File page.</p> <p><b>EEOC's Honolulu Local Office</b></p> <p>300 Ala Moana Boulevard</p> <p>Room 4-257</p> <p>Honolulu, HI 96850-0051</p> <p>Phone: 1 800-669-4000</p> <p>TTY: 1 800-669-6820</p>	
Illinois	<p>In Illinois, a discrimination claim can be filed either with the state administrative agency, the <b>Illinois Department of Human Rights (IDHR)</b> or the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a "work-sharing agreement," which means that the agencies cooperate with each other to process claims. Filing a claim with both agencies is unnecessary, as long as you indicate to one of the agencies that you want it to "cross-file" the claim with the other agency.</p> <p>The Illinois anti-discrimination statute covers some smaller employers not covered by federal law for sexual harassment, retaliation, and age claims only.</p> <p>Only one employee is needed for IDHR to investigate charges that allege sexual harassment, pregnancy, retaliation, physical or mental disability discrimination. If your workplace has between 15 and</p>	<ul style="list-style-type: none"> <li>• Sexual harassment is prohibited in Illinois through the Illinois Human Rights Act.</li> <li>• Illinois state sexual harassment law applies to employers with 1 or more employees. (Federal law applies to organizations with 15 or more employees.)</li> <li>• Illinois protects unpaid interns from sexual harassment as part of the Act. (Federal law does not cover unpaid interns unless they receive significant compensation from benefits like insurance or pensions.)</li> <li>• Illinois law provides the same protections to consultants and contractors that it does to employees.</li> <li>• Illinois law protects all public and private employees in the state from harassment and discrimination based on sexual orientation or gender identity with an exemption for religious organizations. (The EEOC protects LGBT employees through its interpretation of sex discrimination in Title VII, however federal law does not specifically name sexual orientation and gender identity as protected groups.)</li> <li>• Illinois requires that every employee in the state receive sexual harassment training on a yearly basis.</li> <li>• Employees in Illinois should be informed of their right to file a claim with the Illinois Department of Human Rights or the EEOC.</li> </ul> <p>Under the Illinois Human Rights Act, "Sexual harassment" means any unwelcome sexual advances, requests for sexual favors, or any conduct of a sexual nature when:</p> <ul style="list-style-type: none"> <li>• submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,</li> </ul>



	<p>20 employees, you should file your age discrimination claim with the IDHR since the EEOC enforces federal law, which only covers employers with 20 or more employees in age discrimination cases. If your workplace has 15 or more employees, you may file all other discrimination claims with either agency.</p> <p><b>To file a charge, call IDHR or visit them online:</b></p> <p><b>1-800-662-3942   <a href="http://www.ILLINOIS.GOV/DHR">www.ILLINOIS.GOV/DHR</a></b></p> <p><b><u>IDHR Offices Locations:</u></b></p> <ul style="list-style-type: none"> <li>• <b>Chicago.</b> Office: 312-814-6200   866-740-3953 (TTY), 100 W Randolph St, Suite 10-100, Chicago, IL 60601</li> <li>• <b>Springfield.</b> Office: 217-785- 5100   866-740-3953 (TTY), 535 W. Jefferson, 1<sup>st</sup> Floor, Intake Unit, Springfield, IL 62702</li> <li>• <b>Marion.</b> Office: 618-993-7463   217-740-3953 (TTY), 2309 W Main St, Marion, IL 62959</li> </ul>	<ul style="list-style-type: none"> <li>• submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or</li> <li>• such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.</li> <li>•</li> </ul>
Indiana	<p>In Indiana, it is possible to file a discrimination claim either with the state administrative agency, the <b>Indiana Civil Rights Commission (ICRC)</b>, or the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a “work-sharing agreement,” which means that the agencies cooperate with each other to process claims. Filing a claim with both agencies is unnecessary, as long as</p>	<ul style="list-style-type: none"> <li>• The Indiana Civil Rights Law prohibits sexual harassment in Indiana workplaces. <i>IN Code Sec. 22-9-1-1 et seq.</i></li> <li>• The law applies to employers with 6 or more employees. (Federal law applies to organizations with 15 or more employees.)</li> <li>• Indiana law protects all state government employees from harassment and discrimination based on sexual orientation or gender identity with an exemption for religious organizations. (The EEOC protects LGBT employees through its interpretation of sex discrimination in Title VII, however federal law does not specifically name sexual orientation and gender identity as protected groups.)</li> <li>• Employees in Indiana workplaces should be informed of their right to file a complaint with the Indiana Civil Rights Commission or the EEOC.</li> </ul>

	<p>you indicate to one of the agencies that you want it to “cross-file” the claim with the other agency.</p> <p>The Indiana anti-discrimination statute covers some smaller employers not covered by federal law. Therefore, if your workplace has between 6 and 14 employees, you should file with the ICRC, as the EEOC enforces federal law, which covers only employers with 15 or more employees. If your workplace has 15 or more employees, you may file with either agency; however, some attorneys recommend that you file with the EEOC first.</p> <p>To file a claim with the <b>ICRC</b>, contact its office below. More information about filing a claim with the ICRC can be found at the ICRC Website</p> <p><b>State of Indiana Civil Rights Commission</b></p> <p>Indiana Government Center North 100 N. Senate Ave., Room N103 Indianapolis, IN 46204-2211 Phone: (317) 232-2600 Toll-free phone (complaints only) (800) 628-2909 TDD: (317) 743-3333 Fax: (317) 232-6580</p>	
Kansas	<p>A discrimination claim can be filed either with the state administrative agency, the <b>Kansas Human Rights Commission (KHRC)</b> or the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a “work-sharing agreement,” which means that the agencies cooperate with each other to process claims. Filing a claim with both agencies is unnecessary, as long as you indicate to one of the agencies</p>	<ul style="list-style-type: none"> <li>• The law applies to employers with 5 or more employees. (Federal law applies to organizations with 15 or more employees.)</li> <li>• Kansas law protects all state government employees from harassment and discrimination based on sexual orientation or gender identity. (The EEOC protects LGBT employees through its interpretation of sex discrimination in Title VII, however federal law does not specifically name sexual orientation and gender identity as protected groups.)</li> <li>• Employees in Kansas workplaces should be informed of their right to file a sexual harassment complaint with the Kansas Human Rights Commission or the EEOC.</li> <li>• Sexual harassment is prohibited as sex discrimination by the Kansas Act Against Discrimination.</li> </ul>

	<p>that you want it to “cross-file” the claim with the other agency.</p> <p>The Kansas anti-discrimination statute covers some smaller employers not covered by federal law. Therefore, if your workplace has between 6 and 14 employees, you should file with the KHRC, as the EEOC enforces federal law which covers only employers with 15 or more employees. If your workplace has 15 or more employees, you may file with either agency; however, some attorneys in Kansas recommend that you file with the KHRC first for all types of discrimination claims.</p> <p>To file a claim with the <b>KHRC</b>, contact your closest office below. More information about filing a claim with the KHRC can be found at the KHRC website.</p> <p><b>Main Office, Topeka:</b></p> <p>900 S.W. Jackson, Suite 851-S  Topeka, KS 66612-1258  Phone: (785) 296-3206  Toll Free: (888) 793-6874  Fax: (785) 296-0589  TTY: (785) 296-0245</p> <p><b>Dodge City Office:</b></p> <p>100 Military Plaza, Suite 220  Dodge City, KS 67801-4945 Phone: (620) 225-4804  Fax: (620) 225-4986</p>	
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	<p><b>Independence Office:</b></p> <p>200 Arco Place, Suite 121 Independence, KS 67301-5353 Phone: (620) 331-7083 Fax: (620) 225-4986</p> <p><b>Wichita Office:</b></p> <p>130 S. Market, Suite 7050 Wichita, KS 67202-3827 Phone: (316) 337-6270 Fax: (316) 337-7376 TTY: (316) 337-6272</p> <p><b>EEOC — Kansas City Area Office</b></p> <p>400 State Avenue Suite 905 Kansas City, KS 66101 Phone: (913) 551-5655 TTY: (913) 551-5657</p>	
New York	<p>In New York, the agencies overseeing discrimination are New York City Commission on Human Rights (NYCHR) or the New York Division of Human Rights (NYDHR). One can also file a claim with the EEOC.</p> <p>To file a complaint with the state you should - Visit the Division's website, at <a href="http://www.dhr.ny.gov">www.dhr.ny.gov</a>, and download a complaint form. Completed complaints should be signed before a notary public and returned to the Division by email, fax, postal mail or in person.</p> <p>Stop by a Division office I person.</p> <p>Contact one of the Division's offices, by telephone or by mail, to obtain a complaint form and/or other</p>	<ul style="list-style-type: none"> <li>• New York law covers all employers within the state.</li> <li>• The federal laws overseen by EEOC apply to employers with 15 or more employees unless it is an age-related complaint and those apply to employers with 20 or more workers.</li> <li>• New York laws are codified as N.Y. Executive Law, art.15, § 290 et seq.</li> </ul>

	<p>assistance in filing a complaint. The toll-free hotline is 1-888-392-3644.</p> <p><b>Equal Employment Opportunity Commission (EEOC)</b></p> <p><b>New York District Office</b></p> <p>33 Whitehall St, 5<sup>th</sup> Floor New York, NY 10004</p> <p><b>Phone:</b> 1-800-669-4000 <b>TTY:</b> 1-800-669-6820 <b>Fax:</b> 212-336-7390</p>	
Oklahoma	<p>In Oklahoma, a discrimination claim can be filed either with the state administrative agency, the <b>Oklahoma Human Rights Commission (OHRC)</b>, or the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a “work-sharing agreement,” which means that the agencies cooperate with each other to process claims. Filing a claim with both agencies is unnecessary, as long as you indicate to one of the agencies that you want it to “cross-file” the claim with the other agency. However, some Oklahoma attorneys recommend that you file with the EEOC first, because of the comparative quality of their investigations. Filing with the OHRC is <b>not required</b> to pursue a discrimination claim directly in court. If you do not have an attorney, however, you may wish to see whether the OHRC can assist you in resolving your claim without filing in court. OHRC complaints must be filed within <b>180 days</b> of the date you believe you were discriminated against.</p>	<ul style="list-style-type: none"> <li>• Oklahoma state sexual harassment law applies to employers with 1 or more employees. (Federal law applies to organizations with 15 or more employees.)</li> <li>• Oklahoma requires sexual harassment training for supervisory employees in state government who investigate harassment complaints.</li> <li>• Employees should be informed of their right to file a harassment complaint with The Oklahoma State Human Rights Commission or the EEOC.</li> <li>• The Oklahoma Anti-Discrimination Act prohibits sexual harassment in the workplace in Oklahoma.</li> </ul>

	<p>To file a claim with the OHRC, contact the nearest office. More information about filing a claim with the OHRC can be found at the OHRC website.</p> <p><b>Oklahoma City Office</b></p> <p>Jim Thorpe Building, Room 480 2101 North Lincoln Boulevard Oklahoma City, Oklahoma 73105 Phone: (405) 521-2360 Fax: 405) 522-3635 TDD: (405) 522-3993</p> <p><b>Tulsa Field Office</b></p> <p>State Office Building, Room 302 440 South Houston Tulsa, Oklahoma 74127 Phone: (918) 581-2733 Fax: (918) 581-2940</p> <p><b>EEOC's Oklahoma Area Office</b></p> <p>210 Park Avenue, Suite 1350 Oklahoma City, OK 73102 Phone: 405) 231-4911 TTY: 405) 231-5745</p>	
Oregon	<p>A discrimination claim can be filed either with the state administrative agency, the <b>Civil Rights Division of Oregon's Bureau of Labor &amp; Industries (BOLI)</b>, or the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a "work-sharing agreement," which means that the agencies cooperate with each other to process claims.</p> <p>Filing a claim with both agencies is unnecessary, as</p>	<ul style="list-style-type: none"> <li>• Oregon state sexual harassment law applies to employers with 1 or more employees. (Federal law applies to organizations with 15 or more employees.)</li> <li>• Oregon law covers unpaid interns. (Federal law only covers unpaid interns if they receive significant compensation from benefits like insurance or pensions.)</li> <li>• Oregon law protects all public and private employees in the state from harassment and discrimination based on sexual orientation or gender identity with an exemption for religious organizations. (The EEOC protects LGBT employees through its interpretation of sex discrimination in Title VII, however federal law does not specifically name sexual orientation and gender identity as protected groups.)</li> </ul>

	<p>long as you indicate to one of the agencies that you want it to “cross-file” the claim with the other agency. The Oregon anti-discrimination statute covers employers of any size (except for discrimination claims based on physical/mental disability or injury, for which the employer must have 6 or more employees). Therefore, if your workplace has between 1 and 14 employees, you should file with the BOLI, as the EEOC enforces federal law, which covers only employers with 15 or more employees. Under federal law you are only allowed to bring a claim for age discrimination over the age of 40, and your company has 20 employees or more, Therefore, if you do not meet these requirements for age discrimination, you should also file with BOLI. Filing with the BOLI is <b>not required</b> to pursue a discrimination claim directly in court, but if you do not have an attorney, you may wish to see whether BOLI can assist you in resolving your claim without filing in court. BOLI complaints must be filed within <b>180 days</b> of the date you believe you were discriminated against.</p> <p>To file a claim with the <b>BOLI</b>, contact the nearest office below. More information about filing a claim with the BOLI can be found at the Civil Rights Division webpage</p> <p><b>Portland Office</b>        800 NE Oregon Street #1045        Suite 1070        Portland, OR 97232        Phone: (503) 731-4874        TDD: (503) 731-4106</p>	<ul style="list-style-type: none"> <li>• In Oregon, the law has no caps for sexual harassment judgments in court. (Federal law starts with a \$50,000 cap for employers with 15-100 employees and caps larger companies with 500 or more employees at \$300,000)</li> <li>• Employees in Oregon should be informed of their right to file a harassment complaint with the State of Oregon Civil Rights Division or the EEOC.</li> <li>• Sexual harassment is prohibited in Oregon by The Oregon Fair Employment Practice Act.</li> </ul>
South Carolina	<p>In South Carolina, a discrimination claim can be filed either with the state administrative agency, the <b>South Carolina Human Affairs Commission (SHAC)</b>, or the federal administrative agency, the <b>Equal</b></p>	

	<p><b>Employment Opportunity Commission (EEOC).</b> The two agencies have what is called a “work-sharing agreement,” which means that the agencies cooperate with each other to process claims. The two agencies have what is called a “work-sharing agreement,” which means that the agencies cooperate with each other to process claims. Filing a claim with both agencies is unnecessary, as long as you indicate to one of the agencies that you want it to “cross-file” the claim with the other agency. Some attorneys recommend that you file with the SHAC first for all discrimination claims.</p> <p><b>South Carolina Human Affairs Commission</b>  1026 Sumter Street Suite 101  Columbia, SC 29201  Phone: (803) 737-7800</p> <p><b>EEOC's Greenville Local Office</b>  301 North Main Street  Suite 1402  Greenville, SC 29601  Phone: 1-800-669-4000  TTY: 1-800-669-6820</p>	
Tennessee	<ul style="list-style-type: none"> <li>A discrimination claim can be filed either with the state administrative agency, the <b>Tennessee Human Rights Commission (THRC)</b>, or the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a "work-sharing agreement," which means that the agencies cooperate with each other to</li> </ul>	<ul style="list-style-type: none"> <li>Tennessee law applies to employers with 8 or more employees. (Federal law applies to organizations with 15 or more employees.)</li> <li>Tennessee state government employees are required to receive sexual harassment training and the state Department of Personnel has been tasked with providing training assistance, planning and workshops.</li> <li>Employees should be informed of their right to file a sexual harassment complaint with the Tennessee Human Rights Commission or the EEOC.</li> <li>Sexual harassment is prohibited based on sex discrimination in The Tennessee Human Rights Act.</li> </ul>



	<p>process claims. Filing a claim with both agencies is unnecessary, as long as you indicate to one of the agencies that you want it to "cross-file" the claim with the other agency.</p> <ul style="list-style-type: none"> <li>• The Tennessee anti-discrimination statute covers some smaller employers not covered by federal law. Therefore, if your workplace has between 8 and 14 employees, you should file with the THRC, as the EEOC enforces federal law, which covers only employers with 15 or more employees. If your workplace has 15 or more employees, you may file with either agency. Additionally, the Tennessee Disability Act, which prohibits disability discrimination, applies to all employers in Tennessee, regardless of the number of employees.</li> <li>• <b>General Information Statewide</b> Phone: 800-251-3589</li> <li>• <b>Nashville Office:</b> 312 Rosa L. Parks Ave 23<sup>rd</sup> Floor Nashville, TN 37243-1219 Toll Free: (800) 251-3589 Phone: (615) 741-5825 Fax/3rd Floor: (615) 253-1886 Fax/4th Floor: (615) 532-2197</li> <li>• <b>EEOC's Memphis District Office</b> 1407 Union Avenue Suite 521 Memphis, TN 38104</li> </ul>	
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	<p>Phone: 1-800-669-4000</p> <p>TTY: 1-800-669-6820</p> <ul style="list-style-type: none"> <li>• <b>EEOC's Nashville Area Office</b></li> </ul> <p>220 Athens Way</p> <p>Suite 350</p> <p>Nashville, TN 37228</p> <p>Phone: 1-800-669-4000</p> <p>TTY: 1-800-669-6820</p>	
Texas	<p>A discrimination claim can be filed either with the state administrative agency, the <b>Texas Workforce Commission -- Civil Rights Division (TWC-CRD)</b> or the federal administrative agency, the <b>Equal Employment Opportunity Commission (EEOC)</b>. The two agencies have what is called a “work-sharing agreement,” which means that the agencies cooperate with each other to process claims. Filing a claim with both agencies is unnecessary, as long as you indicate to one of the agencies that you want it to “cross-file” the claim with the other agency. If you are a state employee with an age discrimination or disability discrimination claim, you should be sure to file a timely claim under Texas state law, because the state may have immunity from certain kinds of claims under the ADA or ADEA.</p> <p><b>Texas Workforce Commission -- Civil Rights Division</b></p> <p>(Mail completed form)</p> <p>101 E. 15<sup>th</sup> St., Room 144-T</p> <p>Austin, Texas 78701</p> <p>Toll-free within Texas: (888) 452-4778</p> <p>To Submit Complaint in Person</p> <p>Texas Workforce Commission Civil Rights Division</p> <p>117 Trinity St., Room 144-T</p> <p>Austin, Texas 78701</p>	<ul style="list-style-type: none"> <li>• Texas Law protects unpaid interns from sexual harassment. House Bill 1151. (Federal law does not protect unpaid interns unless they are paid in other manner from wages; such as, insurance or pensions.)</li> <li>• Employees should be apprised of their right to file a complaint with The Texas Workforce Commission Civil Rights Division or the EEOC.</li> <li>• The Texas Commission on Human Rights Act was codified under Labor Code Chapter 21 and prohibits sexual harassment in Texas workplaces. Texas law is almost identical to federal law and even states that its purpose is to executive federal anti-discrimination laws.</li> </ul>

	<p><b>Dallas District Office</b>  207 S. Houston Street  3rd Floor  Dallas, TX 75202-4726  Phone: (214) 655-3355  TTY: (214) 655-3363</p> <p><b>El Paso Area Office</b>  300 E. Main Drive  Suite 500  El Paso, TX 79901  Phone: (915) 534-6700  TTY: (915) 534-6710</p> <p><b>Houston District Office</b>  1919 Smith Street, 7th Floor  Houston, TX 77002  Phone: (713) 209-3320  TTY: (713) 209-3367</p> <p><b>San Antonio District Office</b>  5410 Fredericksburg Road  Suite 200  San Antonio, TX 78229-3555  Phone: (210) 281-7600  TTY: (210) 281-7610</p>	
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