



Federal Anti-Discrimination Laws

FEDERAL LAW	DESCRIPTION	WHO IT COVERS	AGENCY	STATUTE OF LIMITATIONS
Title VII	Forbids employment discrimination in all aspects of employment (including training & apprenticeship programs)	Applies to employers with 15+ employees, including federal, state, & local governments; also applies to private & public colleges/ universities, employment agencies, and labor organizations.	EEOC - Equal Employment Opportunity Commission; State and City Fair Employment Agencies and Tribal Employment Rights Organizations can also enforce Title VII as well as other state, city or tribal equal opportunity regulations. (see State Law Fact Sheet)	180 days from the date of the discriminatory activity to file a discrimination charge with the EEOC. You do not need an attorney to file a complaint.
Title IX	Prohibits sex discrimination in federally-funded educational programs or activities <i>(including most pre-apprenticeship educational programs and some registered apprenticeship programs)</i>	Applies to any/all federally-funded educational programs or activities. Also covers instances of sexual harassment and sexual assault; Note: You do not need to be a victim of the discrimination in order to make a complaint. Any person who believes an institution has discriminated on the basis of gender may report the suspected violation to OCR.	OCR - US Department of Education Office of Civil Rights; Complaints should be sent to the local OCR office in your state. (Seattle Office of OCR serves both Oregon and Washington)	180 days from date of the discriminatory activity, unless the time for filing is extended for good cause by the Enforcement Office Director. You do not need an attorney to file a complaint; Note: If you file a complaint through the school/institutional grievance process prior to filing a complaint with OCR, the Title IX complaint must be filed within 60 days after the last act of the institutional grievance process.
E.O. 11246	Prohibits federal contractors + subcontractors <i>(including federally-assisted construction contractors/subcontractors with contracts over \$50,000)</i> from discriminating in employment decisions on the basis of race, color, religion, sex, or national origin. Also requires that federal construction contractors take specific affirmative action steps towards a goal of having women work 6.9% of all construction work hours. Minority workforce goals are tied to the local workforce.	Applies to all federally-funded projects/employers and construction contractors with contracts of \$50,000 or over; Note: OFCCP is currently focusing on the largest employers and worst offenders as well as on mega construction projects (over \$50 Million).	OFCCP - US Department of Labor Office of Federal Contract Compliance Programs; Note: Mega Projects include an oversight committee to monitor and provide technical assistance to support the minority and women goals. The community is invited to these meetings. Interested tradeswomen and advocates can contact their Regional OFCCP offices to find out about local mega projects and ask to join these meetings.	180 days from the date of the discriminatory incident. You do not need an attorney to file a complaint.
National Apprenticeship Act of 1937 (U.S. Code Title 29, CFR part 29-29 and 29-30)	Prohibits discrimination on the basis of race, color, religion, origin, or sex and requires employer take affirmation action	Applies to all participants in Registered Apprenticeship Programs.	OA – US Department of Labor Employment and Training Administration Office of Apprenticeship. Note: The OA oversees all Registered Apprenticeship Programs. States can get approval from the OA to register their own apprenticeship programs. Approximately half of all states administer their own programs with the rest administered directly by the OA. You can check who administers your state apprenticeship programs here.: https://www.doleta.gov/OA/contactus.cfm	180 days from date of discrimination. There are separate complaint processes for discrimination complaints. Complaints about on topics such as on the job training are treated separately. Please see detailed Apprenticeship Act Fact Sheet for more information. You do not need an attorney to file a complaint.

