



Working with Vision Loss

Filing a Discrimination Case

US Equal Opportunity Commission

The US Equal Employment Opportunity Commission (EEOC) enforces federal laws that make it illegal to discriminate against a job applicant or an employee. This applies to a person's disability as well as race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), or genetic information.

The EEOC also enforces Sections 501 and 505 of the Rehabilitation Act of 1973, which makes it illegal to discriminate against a person with a disability in the federal government.

The law also protects you from retaliation if you complain about discrimination or participate in an EEOC proceeding (e.g., a discrimination investigation or lawsuit).

The EEOC investigates claims against an employer. If they find that discrimination has occurred and cannot settle the charge with the employer, the EEOC has the authority to file a lawsuit.

If you feel you've been discriminated against by your employer, or during the application and interview process, here are some steps to take:

1. First, try to resolve the issue by explaining your needs and the law as clearly as you can. Most employers want to avoid lawsuits and may be eager to resolve discrimination charges directly with you.
2. If you believe your rights have been violated under the ADA, and the employer isn't willing to resolve the issue, you can make a claim against the employer by filing a charge of discrimination with the EEOC. Keep in mind that certain restrictions apply regarding how much time has passed between the believed violation and the filing date.
3. The EEOC will warn the employer of the charge and may ask for responses and supporting information.
4. Before beginning a formal investigation, the EEOC may use its mediation program to work toward solving the issue and preventing a time-consuming investigation.
5. If mediation fails, the EEOC will investigate the charge. Legal action may be the next step.

To learn more about the EEOC, the Rehabilitation Act of 1973, or how to file discrimination charges, check out the Resources for Hadley's Working with Vision Loss series workshops or contact a Hadley learning expert.

International Rules

In 2007, the General Assembly of the United Nations (UN) adopted the "International Convention on the Rights of Persons with Disabilities."

According to the UN, the convention is an international treaty that reaffirms that all persons with all types of disabilities must enjoy all human rights and fundamental freedoms.

It also identifies areas where adaptations must be made for persons with disabilities to effectively exercise their rights.

Check out the Resources, or contact a Hadley learning expert, for detailed information about the convention and disability laws and acts by country or area.