

# How to File an EEOC Claim



If you have been fired, demoted or otherwise discriminated against by your employer for making your own medical decisions regarding COVID-19, make sure to do the following.

## Step 1

### File a Complaint with the EEOC

The Equal Employment Opportunity Commission is the federal agency responsible for investigating discrimination, harassment and retaliation in the workforce. You can file a complaint here.

[www.eeoc.gov/filing-charge-discrimination](http://www.eeoc.gov/filing-charge-discrimination)

---

## Quick Tips

- ✓ You can list more than one category
- ✓ Claim Deadlines: This claim must be filed within six months of the date of discrimination
- ✓ We recommend that you consult an attorney with additional questions, and for guidance on your specific rights
- ✓ A “right to sue” letter is required in order to bring a lawsuit for violation of federal anti-discrimination laws

---

The EEOC may contact you about opening an investigation into the claimed discrimination. If you have a lawyer, the EEOC may grant you a “right to sue” letter. This is required in order to bring a lawsuit for violation of federal anti-discrimination laws.

## Step 2

### File a Complaint with Your State Government

Every state has an agency dedicated to enforcing its own anti-discrimination laws.

- California: Department of Fair Employment and Housing (DFEH)
- Website: [dfeh.ca.gov](http://dfeh.ca.gov)
- Instructions for Filing a Complaint with links to their online system:  
[www.dfeh.ca.gov/ComplaintProcess/#fileComplaintBody](http://www.dfeh.ca.gov/ComplaintProcess/#fileComplaintBody)

Like federal law, many state laws prohibit discrimination in the workplace. List as many categories and types of discrimination as appropriate, and consult an attorney in your state for additional information.

As with the EEOC, you can ask your state agency to investigate the discrimination or grant you a right-to-sue letter so you can file a lawsuit yourself.

## Step 3

### File a Civil Lawsuit

PERK is working with lawyers across California to help bring lawsuits for people who have been discriminated against during the COVID-19 pandemic.

If you would like more information, please contact us at [legal@PERK-group.com](mailto:legal@PERK-group.com)

*\*This is NOT Legal advice. This is a resource for self-help.*