# 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. If it is determined it is best to file with the Federal EEOC an online claim can be made.

**To file a charge, call or visit online:**
**1-800-669-4000 | 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)
Further resource for how to file a charge with the EEOC.
https://www.eeoc.gov/how-file-charge-employment-discrimination

Click on your state for state-specific information: Arkansas, California, Colorado, Florida, Georgia, Illinois, Iowa, Kansas, Montana, Nebraska, New York, North Carolina, Oklahoma, Ohio, Oregon, South Carolina, Tennessee, Texas, Washington

| State | Reporting Contact Information | Miscellaneous information |
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| Arkansas | **Equal Employment Opportunity Commission (EEOC)**<br>**Little Rock Area Office**<br>820 Louisiana Street<br>Suite 200<br>Little Rock, AR 72201<br>**Phone:** 1-800-669-4000<br>**Fax:** (501) 324-5481<br>**TTY:** 1-800-669-6820 | • Federal law only applies to organizations with 15 or more employees, so employees in smaller companies are not covered by EEOC protections in Arkansas.<br><br>• 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.<br><br>• The Arkansas Civil Rights Act prohibits employment discrimination based on gender, including pregnancy, childbirth, or related medical conditions (*AR Code Sec. 16-123-101et seq.*). The courts in Arkansas have ruled that the Act prohibits sexual harassment in the workplace (*Island v. Buena Vista Resort,* 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. |

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| California | In California, a discrimination claim can be filed either with the state administrative agency, the **California Department of Fair Employment and Housing (DFEH)** or the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC)**. 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 complaints filed with DFEH or EEOC are automatically cross-filed with the other agency. 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.<br>To file a claim with the **DFEH**, 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 www.dfeh.ca.gov<br><br>**Department of Fair Employment and Housing — Headquarters**<br>2218 Kausen Drive<br>Suite 100<br>Elk Grove, CA 95758<br>Toll Free: (800) 884-1684<br>Phone: (916) 478-7251<br>TTY: (800) 700-2320<br>Fax: (916) 227-2859<br><br>Addresses for DFEH district offices are as follows:<br><br>**Bakersfield District Office**<br>4800 Stockdale Highway<br>Suite 215<br>Bakersfield, CA 93309<br><br>**Fresno District Office**<br>1277 E. Alluvial Avenue<br>Suite 101<br>Fresno, CA 93720<br><br>**Los Angeles District Office**<br>320 West 4th Street<br>10th Floor<br>Los Angeles, CA 90013 | • California sexual harassment law protects both independent contractors and unpaid interns.<br>• California law allows harassers to be held personally responsible in court. (Federal law only allows employers to be named in a lawsuit.)<br>• 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)<br>• 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.)<br>• 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. |

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| | **Elk Grove Office**<br>2218 Kausen Drive<br>Suite 100<br>Elk Grove, CA 95758<br><br>**Bay Area Regional Office**<br>39141 Civic Center Drive<br>Suite 250<br>Fremont, CA 94538<br><br>To file a claim with the **EEOC**, contact the nearest EEOC office below:<br><br>**EEOC - Fresno Local Office**<br>2300 Tulare Street, Suite 215<br>Fresno, CA 93721<br>Phone: 800-669-4000<br>TTY: 800-669-6820<br><br>**EEOC - Los Angeles District Office**<br>255 East Temple Street, 4th Floor<br>Los Angeles, CA 90012<br>Phone: 800-669-4000<br>TTY: 800-669-6820<br><br>**EEOC - Oakland Local Office**<br>1301 Clay Street, Suite 1170-N Oakland, CA<br>Phone: 800-669-4000<br>TTY: 800-669-6820<br><br>**EEOC - San Diego Local Office**<br>555 West Beech Street, Suite 504<br>San Diego, CA 92101<br>Phone: 800-669-4000<br>TTY: 800-669-6820<br><br>**EEOC - San Francisco District Office**<br>450 Golden Gate Avenue 5 West,<br>P.O Box 36025<br>San Francisco, CA 94102<br>Phone: 800-669-4000<br>TTY: 510-735-8909<br><br>**EEOC - San Jose Local Office**<br>96 North 3rd Street, Suite 250<br>San Jose, CA 95112 | |
| Colorado | A discrimination claim should be filed with the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC).**<br><br>While the Colorado anti-discrimination statute covers employers of any size, religious employers are exempted from the statute. The EEOC enforces federal law, which covers only employers with 15 or more employees (or 20 in the case of age discrimination).<br>**EEOC Denver Field Office**<br>950 17th Street, Suite 300 | • The Colorado Anti-Discrimination Act prohibits sexual harassment in Colorado workplaces, but does not apply to religious employers.<br>• Employees in Colorado workplaces should be apprised of their right to file a sexual harassment complaint with the EEOC.<br>• Employees of religious organizations or associations are not covered by the Colorado Anti-Discrimination Act. C.R.S. § 24-34-403 |

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| | Denver, CO 80202<br><br>**Phone:** 1-800-669-4000<br>**Fax:** 303-866-1085<br>**TTY:** 1-800-669-6820<br>**ASL Phone:** 844-234-5122 | |
| Florida | How to report in Florida: A discrimination claim can be filed either with the state administrative agency, the **Florida Commission on Human Relations (FCHR)**, or the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC)**. The two agencies have what is called a "work-sharing agreement," which means that the agencies cooperate with each other to process claims. The FCHR advises employees **not** to file with them if they have already filed with the EEOC. 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.<br><br>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 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.<br><br>**Florida Commission on Human Relations**<br>4075 Esplanade Way<br>Room 110<br>Tallahassee, FL 32399<br>**Phone: (850) 488-7082**<br>**Para Español:** (850) 907-6831<br>**Toll-Free:** 1-800-342-8170<br>**For Those with Communication Impairments:**<br>The Florida Relay Service Voice (statewide) 711<br>TDD ASCII (800) 955-1339<br>TDD Baudot (800) 955 - 8771<br>**FAX:** (850) 487-1007<br>**E-Mail:** fchrinfo@dms.state.fl.us<br>**Web Address:** http://fchr.state.fl.us | • The Florida Civil Rights Act prohibits employment harassment based on sex. Sexual harassment is a form of illegal sex discrimination.<br>• 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.<br><br>• Chapter 60L-36.004 (1) of the Florida Administrative Code prohibits sexual harassment within the workforce and defines sexual harassment as<br><br>"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<br><br>a. Submission to such conduct is either explicitly or implicitly a term or condition of an individual's employment;<br><br>b. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or<br><br>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."<br><br>• Employees who wish to file with the FCHR must do so within 365 of the incident occurring. |
| Georgia | Georgia's state reporting agency, the Georgia Commission on Equal Opportunity (GCEO) only has jurisdiction over state employees. If your claim does not fall under the Georgia Fair Employment Practices Act, you may file with the EEOC. | • Employees in Georgia should be advised of their right to file a complaint the Equal Employment Opportunity Commission (EEOC). |

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| | **Equal Employment Opportunity Commission (EEOC)**<br>**Atlanta District Office**<br>Sam Nunn Atlanta Federal Center<br>100 Alabama Street, SW<br>Suite 4R30<br>Atlanta, Georgia 30303<br>**Phone:** 1-800-669-4000<br>**TTY:** 1-800-669-6820<br>**Fax: 404-562-6909**<br><br>**Equal Employment Opportunity Commission (EEOC)**<br>**Savannah Local Office**<br>7391 Hodgson Memorial Drive<br>Suite 200<br>Savannah, GA 31406-2579<br>**Phone:** 1-800-669-4000<br>**TTY:** 1-800-669-6820<br>**Fax:** 912-920-4484 | |
| Illinois | In Illinois, a discrimination claim can be filed either with the state administrative agency, the **Illinois Department of Human Rights (IDHR)** or the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC)**. 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.<br><br>The Illinois anti-discrimination statute covers some smaller employers not covered by federal law for sexual harassment, retaliation, and age claims only. 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 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.<br><br>**To file a charge, call IDHR or visit them online:**<br><br>**1-800-662-3942 \| www.ILLINOIS.GOV/DHR**<br><br>**<u>IDHR Offices Locations:</u>**<br><br>**Chicago.** Office: 312-814-6200 \| 866-740-3953 (TTY), 100 W Randolph St, Suite 10-100, Chicago, IL 60601 | • Sexual harassment is prohibited in Illinois through the Illinois Human Rights Act.<br>• Illinois state sexual harassment law applies to employers with 1 or more employees. (Federal law applies to organizations with 15 or more employees.)<br>• 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.)<br>• Illinois law provides the same protections to consultants and contractors that it does to employees.<br>• 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.)<br>• Illinois requires that every employee in the state receive sexual harassment training on a yearly basis.<br>• Employees in Illinois should be informed of their right to file a claim with the Illinois Department of Human Rights or the EEOC.<br><br>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:<br>• submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,<br>• submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or |

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| | **Springfield.** Office: 217-785- 5100 \| 866-740-3953 (TTY), 535 W. Jefferson, 1st Floor, Intake Unit, Springfield, IL 62702<br><br>**Marion.** Office: 618-993-7463 \| 217-740-3953 (TTY), 2309 W Main St, Marion, IL 62959 | • 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.<br>• Claims with the IDHR must be made within 300 days of the occurrence of harassment |
| Iowa | **Iowa Civil Rights Commission**<br>Grimes State Office Building<br>400 E 14th Street<br>Des Moines, IA 50309-1858<br>Phone: (515) 281-4121<br>Toll – free (800) 457- 4416<br><br>**Chicago EEOC District Office** - serves Iowa<br>JCK Federal Building<br>230 S Dearborn Street (Ste 1866)<br>Chicago, IL 60604<br>Phone: (312) 872-9777<br><br>TTY: (800) 669-6820<br>Fax: (312) 588-1260<br><br>**Milwaukee Area Office** – serves Iowa<br>Reuss Federal Plaza<br>310 West Wisconsin Ave, Ste 500<br>Milwaukee, WI 53203<br><br>**Minneapolis Area Office** – serves Iowa<br>Towle Building<br>330 South Second Ave, Ste 720<br>Minneapolis, MN 55401 | In Iowa, it is possible to file a discrimination claim either with the state administrative agency, the **Iowa Civil Rights Commission (ICRC)**, or the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC).**<br><br>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.<br><br>The Iowa anti-discrimination statute covers some smaller employers not covered by federal law. If your workplace has between 4 and 14 employees, you should file your claim with the ICRC since the EEOC enforces federal law, which only covers employers with 15 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. |
| Kansas | A discrimination claim can be filed either with the state administrative agency, the **Kansas Human Rights Commission (KHRC)** or the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC)**. 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.<br><br>The Kansas anti-discrimination statute covers some smaller employers not covered by federal law. Therefore, if your workplace has between 4 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. | • The law applies to employers with 4 or more employees. (Federal law applies to organizations with 15 or more employees.)<br>• 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.)<br>• 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.<br>• Sexual harassment is prohibited as sex discrimination by the Kansas Act Against Discrimination. |

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| | To file a claim with the **KHRC**, contact your closest office below. More information about filing a claim with the KHRC can be found at the KHRC website.<br><br>**Main Office, Topeka:**<br>900 S.W. Jackson, Suite 851-S<br>Topeka, KS 66612-1258<br>Phone: (785) 296-3206<br>Toll Free: (888) 793-6874<br>Fax: (785) 296-0589<br>TTY: (785) 296-0245<br><br>**Dodge City Office:**<br>100 Military Plaza, Suite 220<br>Dodge City, KS 67801-4945 Phone: (620) 225-4804<br>Fax: (620) 225-4986<br><br>**Independence Office:**<br>200 Arco Place, Suite 121<br>Independence, KS 67301-5353<br>Phone: (620) 331-7083<br>Fax: (620) 225-4986<br><br>**Wichita Office:**<br>130 S. Market, Suite 7050<br>Wichita, KS 67202-3827<br>Phone: (316) 337-6270<br>Fax: (316) 337-7376<br>TTY: (316) 337-6272<br>**EEOC — Kansas City Area Office**<br>400 State Avenue<br>Suite 905<br>Kansas City, KS 66101<br>Phone: (913) 551-5655<br>TTY: (913) 551-5657 | |
| Montana | In Montana, complaints of sexual harassment are made with the Department of Labor and Industry's Human Rights Bureau. To file a complaint with the Bureau, call 1-800-542-0807.<br><br>Because there is no EEOC field office in Montana, complaints must be submitted to the Seattle field office.<br>**EEOC – Seattle Field Office**<br><br>Federal Office Building<br>909 First Avenue<br>Suite 400<br>Seattle, WA 98104-1061<br>Phone: 1-800-669-4000<br>Fax: 206-220-6911<br>TTY: 1-800-669-6820<br>ASL Video Phone: 844-234-5122 | • The Montana Human Rights Act covers employers of one or more employees, but does not include a fraternal, charitable, or religious association or corporation if the association or corporation is not organized either for private profit or to provide accommodations or services that are available on a nonmembership basis. (Montana Code 49-2-201(11))<br>• Complaints made to the Human Rights Bureau must be made within 180 days of the alleged discrimination, unless an internal complaint was filed first. If an internal complaint was filed first, the complaint with the Bureau must be filed within 180 days of the completion of the internal investigation.<br>• The EEOC must receive the complaint within 300 calendar days from the date the discrimination took place if the Human Rights Bureau enforces a law prohibiting employment discrimination against the |

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| | | same protected class. Otherwise, the complaint must be filed with the EEOC in 180 days. |
| Nebraska | In Nebraska, complaints of sexual harassment are made with the Nebraska Equal Opportunity Commission. To file a complaint with the commission, contact the agency and speak to an Intake Investigator. If it is determined that the Commission has jurisdiction to file a charge, you will be set up with an appointment time. You can reach an Intake Investigator by one of the following methods:<br><br>**Phone – Lincoln Office:** 402-471-2024<br>**Phone – Omaha Office:** 402-595-2028<br>**Phone – Scottsbluff Office:** 308-632-1340<br><br>**Online:** Complete the inquiry form on the "Contact Us" page to be contacted by an Intake Investigator https://neoc.nebraska.gov/contact-us<br><br>**In Person**<br><br>**Lincoln (Main Office)**<br><br>1526 K Street, Suite 310<br>Lincoln, NE 68508-2709<br>Telephone: (402) 471-2024<br>Toll Free: (800) 642-6112<br>Fax: (402) 471-4059<br><br>**Omaha**<br><br>State Office Building<br>1313 Farnam-on-the-Mall, Suite 318<br>Omaha, NE 68102-1836<br>Telephone: (402) 595-2028<br>Toll Free (800) 382-7820<br><br>**Scottsbluff**<br><br>505A Broadway, Suite 600<br>Scottsbluff, NE 69361-3515<br>Telephone: (308) 632-1340<br>Toll Free: (800) 830-8633<br><br>The Nebraska Fair Employment Practice Act applies to employers with fifteen or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year.<br><br>The nearest EEOC field office is the St. Louis Area office.<br><br>**EEOC – St. Louis Area Field Office** | • There is a time limit for filing a charge. Nebraska law provides 300 days from the date of harm to file an employment complaint, 10 days from the date of harm for a public accommodation complaint, and 4 years from the date of harm for an equal pay complaint. |

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| | Robert A. Young Federal Building<br>1222 Spruce St.<br>Rm 8.100<br>St. Louis, MO 63103<br><br>**Phone:**(314)-798-1960<br><br>**Fax:** (314)-539-7894<br><br>**TTY:**1-800-669-6820<br><br>**ASL Video Phone:** 844-234-5122 | |
| New York | 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.<br><br>To file a complaint with the state you should - Visit the Division's website, at www.dhr.ny.gov, 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.<br><br>Contact one of the Division's offices by telephone or by mai, to obtain a complaint form and/or other assistance in filing a complaint. The toll-free hotline is 1-888-392-3644.<br><br>**Equal Employment Opportunity Commission (EEOC)**<br>**New York District Office**<br>33 Whitehall St, 5th Floor<br>New York, NY 10004<br>**Phone:** 1-800-669-4000<br>**TTY:** 1-800-669-6820<br>**Fax:** 212-336-7390 | • New York law covers all employers within the state.<br>• 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.<br>• New York laws are codified as N.Y. Executive Law, art.15, § 290 et seq. |
| North Carolina | **Equal Employment Opportunity Commission (EEOC)**<br>**Charlotte District Office**<br>129 West Trade St<br>Suite 400<br>Charlotte, NC 28202<br>**Phone:** 1-800-669-4000<br>**Fax:** (704) 954-6410<br>**TTY:** 1-800-669-6820 | • The Civil Rights Division (CRD)- Employment Discrimination Section works in conjunction with the EEOC to enforce State and Federal anti-discrimination laws in North Carolina. EEOC refers to the CRD-Employment Discrimination Section as a "Fair Employment Practices Agency (FEPA)." Through the use of "working share agreements", the EEOC and the CRD- EDS avoid duplication of effort while at the same time ensuring that a charging party's rights are protected under both Federal and State law. If a charge is filed with the CRD-EDS and is also covered by federal law, the CRD-EDS "dually files" the charge with the EEOC to protect Federal rights. The charge will be retained by the CRD-EDS for |

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| | | processing and investigation. If a charge is filed with the EEOC and also is covered by State and federal law, the EEOC "dually files" the charge with the CRD-EDS, but ordinarily retains the charge for handling. Neither agency waives its jurisdiction to the other, but does waive its right to initially process, while retraining jurisdiction to make its own disposition based upon the other's investigation and determination. |
| Oklahoma | In Oklahoma, a discrimination claim can be filed either with the state administrative agency, the **Oklahoma Human Rights Commission (OHRC)**, or the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC)**. 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.<br><br>Filing with the OHRC is **not required** 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 **180 days** of the date you believe you were discriminated against.<br><br>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.<br><br>**Oklahoma City Office**<br>Jim Thorpe Building, Room 480<br>2101 North Lincoln Boulevard<br>Oklahoma City, Oklahoma 73105<br>Phone: (405) 521-2360<br>Fax: 405) 522-3635<br>TDD: (405) 522-3993<br><br>**Tulsa Field Office**<br>State Office Building, Room 302<br>440 South Houston<br>Tulsa, Oklahoma 74127<br>Phone: (918) 581-2733<br>Fax: (918) 581-2940<br><br>**EEOC's Oklahoma Area Office**<br>210 Park Avenue, Suite 1350<br>Oklahoma City, OK 73102<br>Phone: 405) 231-4911<br>TTY: 405) 231-5745 | • Oklahoma state sexual harassment law applies to employers with 1 or more employees. (Federal law applies to organizations with 15 or more employees.)<br>• Oklahoma requires sexual harassment training for supervisory employees in state government who investigate harassment complaints.<br>• Employees should be informed of their right to file a harassment complaint with The Oklahoma State Human Rights Commission or the EEOC.<br>• The Oklahoma Anti-Discrimination Act prohibits sexual harassment in the workplace in Oklahoma.<br>• Independent contractors are not protected under the Oklahoma law. |

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| Ohio | **Indianapolis District Office**<br>115 W. Washington St South Tower<br>Suite 600<br>Indianapolis, IN 46204<br>Phone: (800) 669-4000<br>TDD: (800) 669-6830<br>Fax: 317-226-7953<br><br>**Cincinnati Area Office**<br>John W. Peck Federal Office Building<br>550 Main St<br>Ste 10-191<br>Cincinnati, OH 45202<br>Phone: 513-914-6011<br>TDD: (800) 669-6820<br>Fax: 513-246-0218 | • The Ohio anti-discrimination statute covers some smaller employers not covered by federal law. Therefore, if your workplace has between 4 and 14 employees, you may wish to file with the OCRC, as the EEOC enforces federal law which covers only employers with 15 or more employees. |
| Oregon | A discrimination claim can be filed either with the state administrative agency, the **Civil Rights Division** of Oregon's **Bureau of Labor & Industries (BOLI)**, or the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC)**. The two agencies have what is called a "work-sharing agreement," which means that the agencies cooperate with each other to process claims.<br>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.<br><br>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.<br><br>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.<br><br>Filing with the BOLI is **not required** 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 **180 days** of the date you believe you were discriminated against.<br><br>To file a claim with the **BOLI**, contact the nearest office below. More information about filing a claim with the BOLI can be found at the Civil Rights Division webpage | • Oregon state sexual harassment law applies to employers with 1 or more employees. (Federal law applies to organizations with 15 or more employees.)<br>• Oregon law covers unpaid interns. (Federal law only covers unpaid interns if they receive significant compensation from benefits like insurance or pensions.<br>• 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.)<br>• 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)<br>• 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.<br>• Sexual harassment is prohibited in Oregon by The Oregon Fair Employment Practice Act.<br>• All employers must have a written policy to reduce and prevent harassment, discrimination, and sexual assault at work. |

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| | **Portland Office**<br>800 NE Oregon Street #1045<br>Suite 1070<br>Portland, OR 97232<br>Phone: (503) 731-4874<br>TDD: (503) 731-4106 | |
| South Carolina | In South Carolina, a discrimination claim can be filed either with the state administrative agency, the **South Carolina Human Affairs Commission (SHAC)**, or the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC)**. 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.<br><br>**South Carolina Human Affairs Commission**<br>1026 Sumter Street Suite 101<br>Columbia, SC 29201<br>Phone: (803) 737-7800<br><br>**EEOC's Greenville Local Office**<br>301 North Main Street<br>Suite 1402<br>Greenville, SC 29601<br>Phone: 1-800-669-4000<br>TTY: 1-800-669-6820 | • South Carolina Human Affairs Law applies to employers with 15 or more employees.<br>• Complaints filed with the SHAC should be submitted within 180 days of the alleged harassment. |
| Tennessee | A discrimination claim can be filed either with the state administrative agency, the **Tennessee Human Rights Commission (THRC)**, or the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC)**. 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.<br><br>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 | • Tennessee law applies to employers with 8 or more employees. (Federal law applies to organizations with 15 or more employees.)<br>• 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.<br>• Employees should be informed of their right to file a sexual harassment complaint with the Tennessee Human Rights Commission or the EEOC.<br>• Sexual harassment is prohibited based on sex discrimination in The Tennessee Human Rights Act.<br>• Complaints filed with the THRC must be filed within 180 days of the alleged harassment. |

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| | Disability Act, which prohibits disability discrimination, applies to all employers in Tennessee, regardless of the number of employees.<br><br>**General Information Statewide** Phone: 800-251-3589<br><br>**Nashville Office:**<br>312 Rosa L. Parks Ave<br>23rd Floor<br>Nashville, TN 37243-1219<br>Toll Free: (800) 251-3589<br>Phone: (615) 741-5825<br>Fax/3rd Floor: (615) 253-1886<br>Fax/4th Floor: (615) 532-2197<br><br>**EEOC's Memphis District Office**<br>1407 Union Avenue<br>Suite 521<br>Memphis, TN 38104<br>Phone: 1-800-669-4000<br>TTY: 1-800-669-6820<br><br>**EEOC's Nashville Area Office**<br>220 Athens Way<br>Suite 350<br>Nashville, TN 37228<br>Phone: 1-800-669-4000<br>TTY: 1-800-669-6820 | |
| Texas | A discrimination claim can be filed either with the state administrative agency, the **Texas Workforce Commission -- Civil Rights Division (TWC-CRD)** or the federal administrative agency, the **Equal Employment Opportunity Commission (EEOC)**. 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.<br><br>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.<br><br>**Texas Workforce Commission -- Civil Rights Division**<br>(Mail completed form)<br>101 E. 15th St., Room 144-T<br>Austin, Texas 78701<br>Toll-free within Texas: (888) 452-4778<br>To Submit Complaint in Person<br>Texas Workforce Commission Civil Rights Division<br>117 Trinity St., Room 144-T<br>Austin, Texas 78701 | • 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.)<br>• Employees should be apprised of their right to file a complaint with The Texas Workforce Commission Civil Rights Division or the EEOC.<br>• 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.<br>• Texas law governs employers with 15 or more employees.<br>• The sexual harassment law was updated in September 2021 to allow employees to file sexual harassment lawsuits against supervisors and coworkers in their individual capacity. This amendment applies to workplaces with 1 or more employees.<br>• Sexual harassment complaints must be submitted to the TWC-CRD within 300 days of the alleged harassment. |

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| | **Dallas District Office**<br>207 S. Houston Street<br>3rd Floor<br>Dallas, TX 75202-4726<br>Phone: (214) 655-3355<br>TTY: (214) 655-3363<br><br>**El Paso Area Office**<br>300 E. Main Drive<br>Suite 500<br>El Paso, TX 79901<br>Phone: (915) 534-6700<br>TTY: (915) 534-6710<br><br>**Houston District Office**<br>1919 Smith Street, 7th Floor<br>Houston, TX 77002<br>Phone: (713) 209-3320<br>TTY: (713) 209-3367<br><br>**San Antonio District Office**<br>5410 Fredericksburg Road<br>Suite 200<br>San Antonio, TX 78229-3555<br>Phone: (210) 281-7600<br>TTY: (210) 281-7610 | |
| Washington | While Washington state does have a human rights commission which enforces its anti-discrimination statute, religious organizations are exempt under the code. Therefore, claims of discrimination should be filed with the Equal Employment Opportunity Commission (EEOC) if your employer has 15 or more employees.<br><br>The Washington 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 Washington State Human Rights Commission (WSHRC), 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.<br><br>Filing a claim with the WSHRC is **not required** to pursue a discrimination claim directly in court, but if you do not have an attorney, you may wish to see whether the commission can assist you in resolving your claim without filing in court.<br><br>**Washington State Human Rights Commission**<br>**Phone:** (800) 233-3247<br><br>**Olympia Headquarters**<br>711 S. Capitol Way, Suite 402<br>Olympia, WA 98504 | • Religious employers are exempt from the Washington anti-discrimination statute. WA ST §49.60.040(11)<br>• Claims filed with the WSHRC must be filed within 6 months of the alleged discrimination. |

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| | **Spokane District Office**<br>1330 N. Washington St., Suite 2460<br>Spokane, WA 99201<br><br>**Yakima District Office**<br>1205 Ahtanum Ridge Dr., Suite C<br>Union Gap, WA 98903<br><br>**E. Wenatchee District Office**<br>519 Grant Rd.<br>East Wenatchee, WA 98802<br><br>**Equal Employment Opportunity Commission**<br>**Seattle Field Office**<br>Federal Office Building<br>909 First Avenue, Suite 400<br>Seattle, WA 98104<br><br>**Phone:** (800) 669-4000<br>**Fax:** (206) 220-6911<br>**TTY:** (800) 669-6820<br>**ASL phone:** (844) 234-5122 | |