

# Know Your Rights

## Workplace Discrimination is **Illegal**

### Who is Protected?

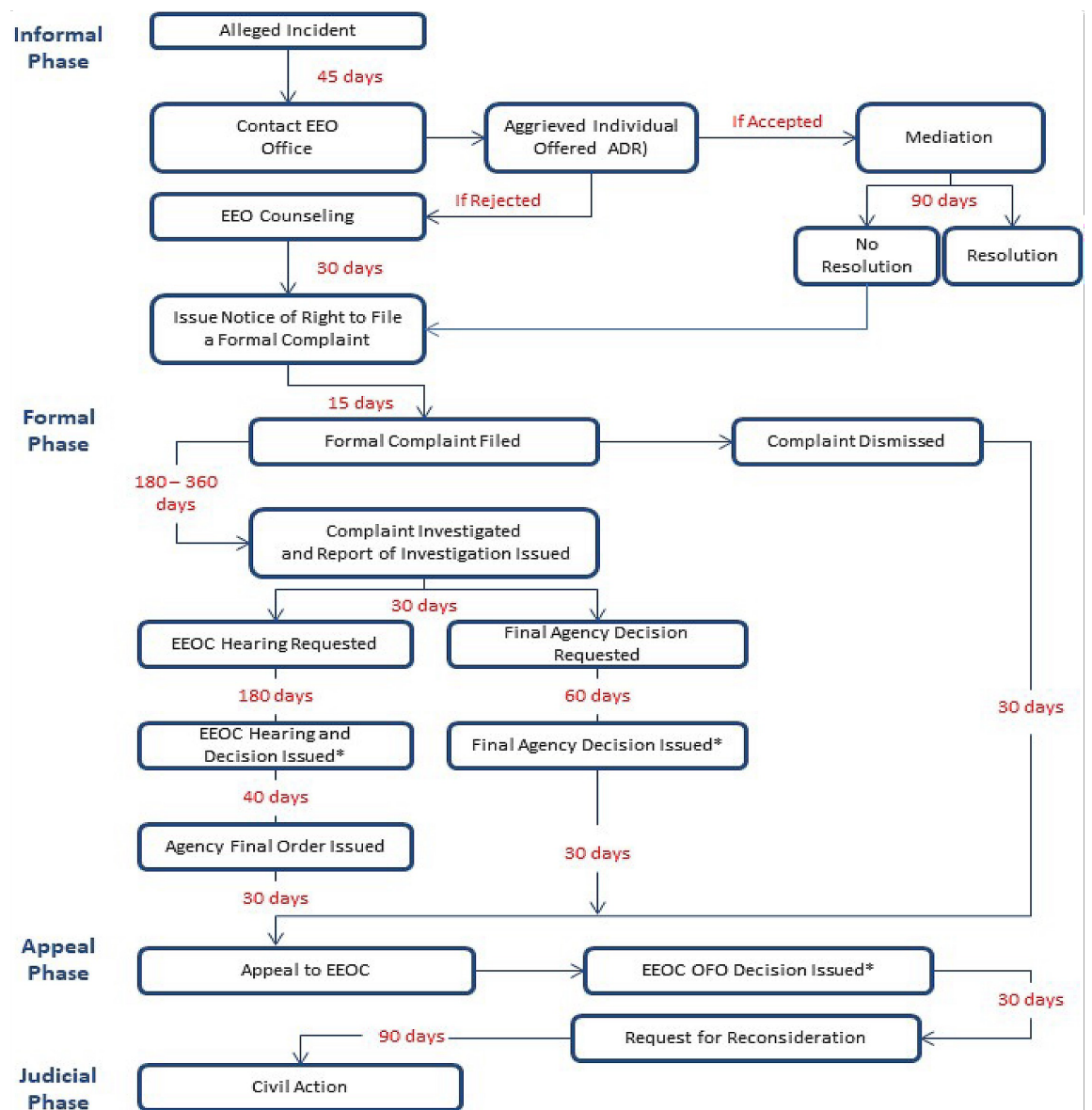
- Employees (current and former), including managers and temporary employees
- Job applicants

### What Type of Employment Discrimination is Illegal?

Under the EEOC's laws, an employer may not discriminate against you based on one or more of the following:

- Race
- Color
- Religion
- National origin
- Sex (including pregnancy & related conditions, sexual orientation, or gender identity)
- Age (40 & older)
- Disability (mental & physical)
- Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
- Reprisal (prior EEO related activity)

### EEO Complaint Processing Flow Chart



### What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including:

- Discharge, termination, or lay-off
- Harassment (including unwelcome verbal or physical conduct)
- Classification
- Referral
- Assignment
- Benefits
- Training
- Hiring or promotion
- Receiving unequal pay (wages or compensation)
- Obtaining or disclosing genetic information of employees
- Requesting or disclosing medical information of employees
- Discouraging someone from opposing discrimination
- Filing a charge, or participating in an investigation or proceeding
- Failing to provide a reasonable accommodation for a disability or religious belief, observance

**If you feel you have been discriminated against, contact the EEO Office within 45 calendar days of the alleged act or action taken against you.**

#### AMS Civil Rights EEO Complaints

Mark Roberts  
AMS Civil Rights Complaint Manager  
Email: [Mark.Roberts@usda.gov](mailto:Mark.Roberts@usda.gov)

Farlane McGilvery  
AMS Equal Employment Opportunity Specialist  
Email: [Farlane.McGilvery@usda.gov](mailto:Farlane.McGilvery@usda.gov)

#### AMS Civil Rights Resources

Dexter Coburn Sr.  
AMS Civil Rights ADR Program Manager  
Email: [Dexter.L.Coburn@usda.gov](mailto:Dexter.L.Coburn@usda.gov)

Carmen Humphrey  
AMS Civil Rights Reasonable Accommodation Program Manager  
Email: [Carmen.Humphrey@usda.gov](mailto:Carmen.Humphrey@usda.gov)

#### AMS Civil Rights Website

For the latest updates visit  
**AMS Civil Rights Office:**  
<https://www.ams.usda.gov/about-ams/programs-offices/office-civil-rights>

Call: 1-202-720-0583