

# Enforcement Agencies

## Enforcement Agencies

In addition to the JWU policies and procedures regarding discrimination, harassment, or retaliation, if a complainant believes they have been subjected to discrimination, harassment, or retaliation, the complainant may contact the appropriate governmental agencies listed below.

### Federal Enforcement Agencies

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the allegedly unlawful conduct. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that sexual discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

Office for Civil Rights  
U.S. Department of Education  
Customer Service Team  
400 Maryland Ave., SW, Washington, DC 20202-1100  
Phone: 800-421-3481

This office may refer the matter to a regional Office for Civil Rights. Please refer to the Office for Civil Rights for more information.

### State Enforcement Agencies

#### Rhode Island

- Equal Employment Opportunity Commission  
John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203  
800-669-4000
- Rhode Island State Commission for Human Rights  
180 Westminster St., Third Floor, Providence, RI 02903-3768  
401-222-2661

#### Massachusetts

- Equal Employment Opportunity Commission  
John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203  
800-669-4000
- Massachusetts Commission Against Discrimination  
One Ashburton Place, Sixth Floor, Room 601, Boston, MA 02108  
617-994-6000

#### North Carolina

- Equal Employment Opportunity Commission  
129 West Trade St., Suite 400, Charlotte, NC 28202  
800-669-4000
- NC Human Relations Commission  
1711 New Hope Church Rd, Raleigh, NC 27609  
984-236-1850

### Local Police Department

If the harassment involves unwanted physical touching, coerced physical confinement, or coerced sex acts, the conduct may constitute a crime. Contact the local police department.