



The Employment Litigation Section (ELS)

ELS works to stop discrimination in state and local government workplaces based on a person's:

- Race;
- Color;
- Religion;
- Sex (including pregnancy, childbirth, and related conditions, as well as sexual orientation and gender identity); or
- National origin.

ELS also works to end retaliation, which is when an employer takes an action that harms someone because they complained about discrimination. We protect the rights of applicants and employees in state and local government jobs by enforcing Title VII of the Civil Rights Act of 1964 (Title VII) and the Pregnant Workers Fairness Act (PWFA), which are both federal anti-discrimination laws.

See next page for examples of possible Title VII violations and learn more about ELS's work.

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)

We also protect military servicemembers' rights by enforcing another federal anti-discrimination law: USERRA. This law makes it unlawful for employers to discriminate against someone because of their past, current or future military status, service, or obligation. USERRA also often requires an employer to return a servicemember back to their civilian job after they have performed a period of military service.

Executive Order 11246

ELS enforces Executive Order 11246, which states that federal contractors and subcontractors cannot discriminate in their job decisions because of race, color, religion, sex (including pregnancy, childbirth, and related conditions, as well as sexual orientation and gender identity), or national origin.



U.S. Department of Justice

Civil Rights Division

Examples of Possible Violations of Title VII

- A city police department's policy says female officers cannot go on patrol once they are three months pregnant. It also pays female K-9 trainers less than male trainers who have the same experience and qualifications.
- A fire department uses a written test to hire new firefighters even though the test has an unequal impact on Black applicants and is not sufficiently related to important skills needed for the job.
- A supervisor at a county parks department harasses a Chinese American employee based on national origin, and the parks department does not prevent or correct the harassment.
- A state health department prohibits Muslim employees from praying during unpaid break times.

Contact ELS

202-514-3831
TTY: 202-514-6780

ELS.Outreach@usdoj.gov

*Please note that we
cannot provide legal
advice.*

Learn More: www.justice.gov/crt/employment-litigation-section

File a Discrimination or Retaliation Complaint

The laws that make discrimination and retaliation unlawful also require that a complaint be filed right away so the right federal agency can investigate. If you don't file in time, you can lose your rights, and contacting ELS will not pause the clock for these strict time limits. These are the federal agencies where a discrimination or retaliation complaint must be filed, and how to reach them.

Title VII and the Pregnant Workers Fairness Act	U.S. Equal Employment Opportunity Commission, www.eeoc.gov	https://www.eeoc.gov/how-file-charge-employment-discrimination 1-800-669-4000 TDD: 800-669-6820
USERRA	U.S. Department of Labor, Veterans' Employment and Training Service, www.dol.gov/agencies/vets	https://www.dol.gov/agencies/vets/programs/userra/fileaclaim 1-866-237-0275 7-1-1 for relay services
Executive Order 11246	U.S. Department of Labor, Office of Federal Contract Compliance Programs, www.dol.gov/agencies/ofccp	https://www.dol.gov/agencies/ofccp/contact/file-complaint 1-800-397-6251 7-1-1 for relay services