



▶ YOU'RE NOT ALONE!

Dealing with employment discrimination concerns can result in emotional, physical, and psychological harm.

The PEF JAAAC Committee can provide resources that can help you cope with the consequences of handling your employment concerns!



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(518) 785-1900 OR (800) 342-4306



MEMBERS OF THE JAAAC

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Article 36

Helping PEF Members
Fight Against Employment
Discrimination Today,
Tomorrow and Forever!



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▶ WHAT IS THE PURPOSE OF THE PEF JAAAC?

The PEF JAAAC is a committee formed to help PEF members fight against employment discrimination in the New York State employment system. We support members in addressing various employment discrimination concerns (race, age, sexual orientation, and many others) with the help of a consultant, presently Eric Josey, from Public Service Premier Consulting, Inc. Members of the Committee perform the following tasks:

1. Help support the training of PEF Leaders and Staff.
2. Review and discuss employment discrimination matters sent to the Committee.
3. Provide educational materials to PEF Leaders and Staff, both verbal and written.
4. Work with internal and external stakeholders to promote the need for change in the lives of all PEF members addressing employment discrimination concerns.

▶ WHAT ENTITIES HANDLE EMPLOYMENT DISCRIMINATION COMPLAINTS?

If you believe that discriminatory actions are taken against you, there are three avenues that you can take to address your concerns. To address your concerns “within” your agency/institution, you can file a complaint with the Office of Employee Relations. However, you can also file your complaint “externally” by sending it to the NYS Division of Human Rights, which handles state complaints. You can also file with the federal agency, the United States Equal Employment Opportunity Commission. Please take the time to familiarize yourself with each entity before filing a complaint!



NEW YORK OFFICE OF EMPLOYEE RELATIONS (OER)

WHO: OER investigates claims of employment discrimination filed by employees, contractors, interns and other persons engaged in State employment, against agencies and departments over which the Governor has executive authority.

HOW: File your claim at <https://antidiscrimination.oer.ny.gov>

WHEN: OER does not specify a time period for filing complaints, but it is advisable that you follow the NYSDRH timeline and file within one year of the most recent act of alleged discrimination.



NEW YORK STATE DIVISION OF HUMAN RIGHTS (NYS DHR)

WHO: The NYSDHR is dedicated to eliminating discrimination, remedying injustice, and promoting equal opportunity, access, and dignity through enforcement of the Human Rights Law in the State of New York.

HOW: File a complaint: <https://dhr.ny.gov/complaint>

PHONE: (888) 392-3644

WHEN: You must file your discrimination complaint within one-year of the most recent act of alleged discrimination. If you are alleging sexual harassment in the workplace, you may file within three years of the most recent alleged incident. The NYSDHR will investigate your complaint and may present the case in a public hearing, if probable cause is found. In most cases, an investigation will be completed within 180 days.



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

WHO: The EEOC enforces federal laws that make it illegal to discriminate against a job applicant or an employee because of protected categories such as the person’s race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information.

HOW: File a public complaint: <https://publicportal.eeoc.gov/Portal/Login.aspx>

FIND AN EEOC OFFICE NEAR YOU:

<https://www.eeoc.gov/field-office>

PHONE: (202) 921-3191

WHEN: You have 300 calendar days from the date of the discrimination to file a claim with the EEOC.

▶ HOW CAN THE PEF JAAAC HELP YOU?

The PEF JAAAC members and Consultant are eager to help you address all aspects of your employment discrimination concerns! The first point of contact is to speak with a PEF Leader that you trust and feel comfortable with, who can help you contact your PEF Field Representative to discuss your concerns. The PEF Field Representative will give you the PEF JAAAC complaint form — https://www.pef.org/pef_files/files/pdf/DiscriminationReferralForm.pdf — to complete. The Committee and Consultant will review your complaint to determine if you have a valid case for sending to any or all of the above listed (3) entities, the OER, NYSDHR or the EEOC. A written report from the Consultant will determine if you have sufficient information to proceed with the filing of a formal complaint. Please contact us if you’re dealing with discrimination at your workplace. We are ready to HELP YOU!