

RECOGNIZING DISCRIMINATION

Discrimination is an unfair treatment against an individual or group with prejudice bases and without looking into the individual merits. It is against the law to discriminate in bases of race, color, sex, country of origin, age, religion, or for being disabled.



IT CAN HAPPEN ANY WHERE AT ANY TIME.

Discrimination can occur in a variety of way in different ways and places. Discrimination can be obvious to all implied victims or it could be subtle. Whichever the case may be, discrimination is prohibited by the law

Employment

Housing

Public venues

Association in certain private clubs

WHAT CAN YOU DO?

If you think you have been a victim of discrimination, you have the right to take action. The Equal Employment Opportunity Commission (EEOC) can help.

The Process

File a claim- You should file a claim within 180 days of the day discrimination took place. Once the claim has been processed, you will be advised of your rights, responsibilities, and the next steps in the process.

The mediation- This is the process in which an impartial individual helps both sides in order to find a resolution of the dispute prior to an investigation.

The investigation- If the dispute cannot be settled through mediation, the Commission will create an objective and an opportune investigation.

The determination- The commission will determine whether there is adequate information to classify the case as discriminatory.

The notification- You will be notified of the commission's determination and will receive information about the options you are entitled under the law. This could result in a hearing or civil trial in the justice tribunal.



FEAR OF RETALIATION

An individual or group could hesitate to file a discriminatory complaint because there is fear for retaliation or vengeance (such as getting fired). It is important to understand that it is against the law of Arkansas for an individual to take retaliation against someone who has filed a charged of discrimination.

PREVENT DISCRIMINATION

Education is the key for individuals to coexist as good neighbors without hostility or to peacefully work as collaborators without the fear of prejudicial acts.

The Northwest Arkansas Workers Justice Center alongside various community organizations educate the community about:

- Sexual harassment
- Diversity and Culture
- Better Labor Practices
- Process on how to file an EEOC complaint
- Education and prevention against hate crimes.

YOU CAN CONTACT

If you feel that you have been discriminated against and need more information, please contact the Workers Center:

Telephone: (479)-750-8015

Address:

NWA Workers Justice Center

2200 W. Sunset, Suite B-4

Springdale, AR 72762

E-mail: joseluis.wjc@gmail.com

ana@nwawjc.org

fgarcia@nwawjc.org

You may contact the Equal
Employment Opportunity
Commission

Telephone: 1-800-669-4000
(voice)

1-800-669-6820(TTY)

The Northwest Arkansas Workers Justice Center and The for Equal Employment Opportunity Commission are committed to resolving discrimination issues which impact all of us.



We're all in this together



In affiliation with
Interfaith Worker Justice
www.iwj.org

DISCRIMINATION



KNOW YOUR RIGHTS AND
RESPONSIBILITIES

