



\*State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida.

\*North Carolina's executive order enumerates sexual orientation and gender identity. However, this order has a bathroom carve out for transgender employees making the executive order not fully-inclusive.

- Human Rights Campaign | 1640 Rhode Island Ave., N.W., Washington, D.C. 20036 | [www.hrc.org/statelaws](http://www.hrc.org/statelaws)



# U.S. Equal Employment Opportunity Commission

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## What You Should Know About EEOC and the Enforcement Protections for LGBT Workers

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### Overview

EEOC interprets and enforces Title VII's prohibition of sex discrimination as forbidding any employment discrimination based on **gender identity or sexual orientation**. These protections apply regardless of any contrary [state or local laws](#).

Through investigation, conciliation, and [litigation](#) of charges by individuals against private sector employers, as well as [hearings and appeals](#) for federal sector workers, the Commission has taken the position that existing sex discrimination provisions in Title VII protect lesbian, gay, bisexual, and transgender (LGBT) applicants and employees against employment bias. The Commission has obtained approximately \$6.4 million in monetary relief for individuals, as well as numerous employer policy changes, in voluntary resolutions of LGBT discrimination charges under Title VII since data collection began in 2013. A growing number of [court decisions](#) have endorsed the Commission's interpretation of Title VII.

The information provided below highlights what you should know about EEOC's outreach and enforcement in this area.

### See Also:

- [Recent EEOC Litigation Regarding Title VII & LGBT-Related Discrimination](#)
- [Examples of Court Decisions Supporting Coverage of LGBT-Related Discrimination Under Title VII](#)
- [Federal Sector Cases Involving LGBT Individuals](#)
- [Addressing Sexual Orientation and Gender Identity Discrimination in Federal Civilian Employment: A Guide to Employment Rights, Protections, and Responsibilities](#)
- [Bathroom/Facility Access and Transgender Employees](#)



## Applicable Federal Law

EEOC is responsible for enforcing federal laws that make it illegal to discriminate in employment against a job applicant, employee, or former employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. These federal laws also prohibit employers from retaliating against workers who oppose discriminatory employment practices - for example, by reporting incidents of sexual harassment to their supervisor or human resources department - or against those who participate in an employment discrimination proceeding - for example by filing an EEOC charge, cooperating with an EEOC investigation, or participating in an employment discrimination lawsuit.

While Title VII of the Civil Rights Act of 1964 does not explicitly include sexual orientation or gender identity in its list of protected bases, the Commission, consistent with Supreme Court case law holding that employment actions motivated by gender stereotyping are unlawful sex discrimination and other [court decisions](#), interprets the statute's sex discrimination provision as prohibiting discrimination against employees on the basis of sexual orientation and gender identity.

Over the past several years the Commission has set forth its position in several published decisions involving [federal employment](#). These decisions explain the legal basis for concluding that LGBT-related discrimination constitutes sex discrimination under Title VII, and give examples of what would be considered unlawful. In so ruling, the Commission has not recognized any new protected characteristics under Title VII. Rather, it has applied existing Title VII precedents to sex discrimination claims raised by LGBT individuals. The Commission has reiterated these positions through recent [amicus curiae briefs](#) and [litigation](#) against private companies.

## Sex Discrimination - Transgender Status

In [Macy v. Dep't of Justice, EEOC Appeal No. 0120120821, 2012 WL 1435995 \(April 20, 2012\)](#), the Commission held that intentional discrimination against a transgender individual because that person's gender identity is, by definition, discrimination based on sex and therefore violates Title VII.

The *Macy* decision explains that allegations of gender identity/transgender discrimination necessarily involve sex discrimination. Such cases can be viewed as sex discrimination based on non-conformance with gender norms and stereotypes under the Supreme Court's 1989 decision in *Price Waterhouse v. Hopkins*, and based on a plain reading of the statute's "because of . . . sex" language.

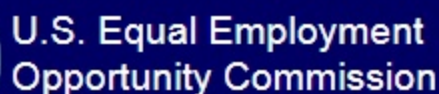
Applying *Macy*, the Commission has also held that an employer's restrictions on a transgender woman's ability to use a common female restroom facility constitutes disparate treatment, [Lusardi v. Dep't of the Army, EEOC Appeal No. 0120133395, 2015 WL 1607756 \(Mar. 27, 2015\)](#), that intentional misuse of a transgender employee's new name and pronoun may constitute sex-based discrimination and/or harassment, [Jameson v. U.S. Postal Service, EEOC Appeal No. 0120130992, 2013 WL 2368729 \(May 21, 2013\)](#), and that an employer's failure to revise its records pursuant to changes in gender identity stated a valid Title VII sex discrimination claim, [Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120133123, 2014 WL 1653484 \(Apr. 16, 2014\)](#).

## Sex Discrimination - Sexual Orientation

In [Baldwin v. Dep't of Transportation, EEOC Appeal No. 0120133080 \(July 15, 2015\)](#), the Commission held that a claim of discrimination on the basis of sexual orientation necessarily states a claim of discrimination on the basis of sex under Title VII.

The *Baldwin* decision explains that allegations of sexual orientation discrimination necessarily involve sex-based considerations. First, discrimination on the basis of sexual orientation necessarily involves treating an employee differently because of his or her sex. For example, a lesbian employee disciplined for displaying a picture of her female spouse can allege that an employer took a different action against her based on her sex where the employer did not discipline a male employee for displaying a picture of his female spouse. Sexual orientation discrimination is also sex discrimination because it is associational discrimination on the basis of sex. That is, an employee alleging discrimination on the basis of sexual orientation is alleging that the employer took the employee's sex into account by treating him or her differently for associating with a person of the same sex. Finally, discrimination on the basis of sexual orientation is sex discrimination because it necessarily involves discrimination based on gender stereotypes, including employer beliefs about the person to whom the employee should be attracted.





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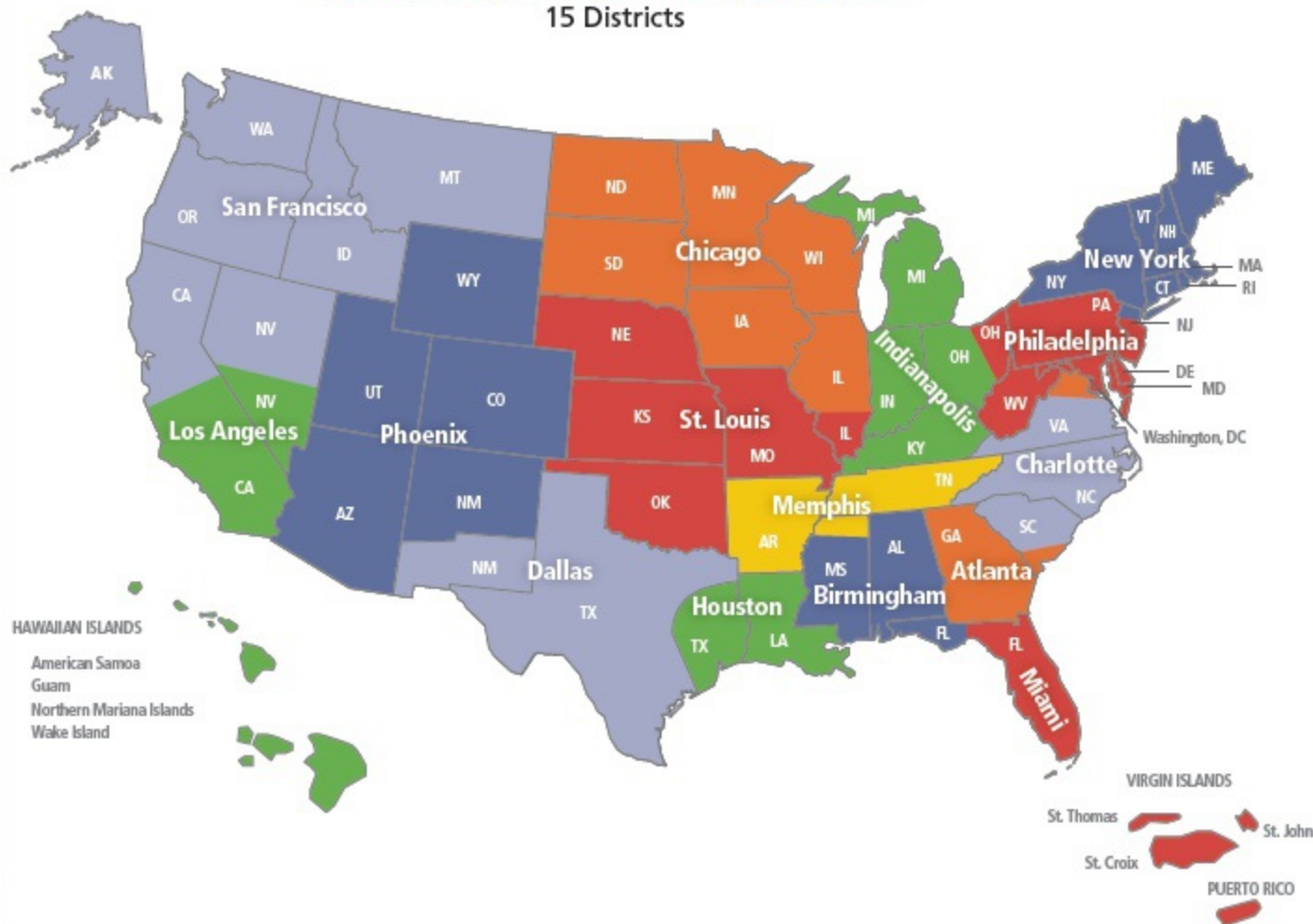
### Prohibited Practices

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If a FEPA has a contract with EEOC, a Charging Party may request that the EEOC review the determination of the FEPA. EEOC does not review decisions by non-contract FEPAs. The EEOC will conduct a review only if the request is submitted in writing within fifteen (15) days of receipt of the FEPA's determination. If we receive your request for a review after the 15 day time frame, it will be considered untimely and the EEOC may not conduct a review. The request should also include the reason why the Charging Party is requesting the review (e.g. relevant witnesses not contacted, evidence not considered, or presence of new evidence).



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**EEOC Headquarters:**

U.S. Equal Employment Opportunity Commission  
131 M Street NE  
Washington, DC 20507  
[www.eeoc.gov](http://www.eeoc.gov)

**Reach All EEOC Offices:**     **1-800-669-4000**

File an EEOC Complaint:     <https://publicportal.eeoc.gov/portal/>

EEOC TTY:     1-800-669-6820

EEOC ASL Video Phone:     (844) 234-5122

State and Local Programs Fax: (202) 663-7009

Director, State and Local Programs: (202) 663-4801

Supervisory Program Analyst, State and Local Programs: (202) 663-4819

---

**EEOC ATLANTA DISTRICT OFFICE**

**100 ALABAMA STREET SW**

**Suite 4R30**

**ATLANTA, GA 30303**

**(404) 562-6930**

**(404) 562-6881**

**(404) 562-6910 FAX**

**EEOC Savannah Local Office**

7391 Hodgson Memorial Drive

Suite 200

Savannah, GA 31406-2579

**(912) 920-4484 FAX**

**GEORGIA COMMISSION ON EQUAL OPPORTUNITY**

2 Martin Luther King Jr. Drive S.E.

Suite 1002 – West Tower

Atlanta, GA 30334

**(404) 656-1736**

**(404) 656-4399 FAX**

Website:     [www.gceo.state.ga.us](http://www.gceo.state.ga.us)

**EEOC BIRMINGHAM DISTRICT OFFICE**  
**RIDGE PARK PLACE**  
**1130 22<sup>nd</sup> STREET SOUTH**  
**SUITE 2000**  
**BIRMINGHAM, AL 35205**

**1-800-669-4000**  
**(205) 212-2105 FAX**

**EEOC Jackson Area Office**  
Dr. A. H. McCoy Federal Building  
100 West Capitol Street  
Suite 338  
Jackson, MS 39269

**1-800-669-4000**  
**(601) 948-8401 FAX**

**EEOC Mobile Local Office**  
63 South Royal Street  
Suite 504  
Mobile, AL 36602

**1-800-669-4000**  
**(251) 690-2581 FAX**

**ALABAMA DEPARTMENT OF HUMAN RESOURCES**  
**CIVIL RIGHTS/EQUAL EMPLOYMENT OFFICE**

50 Ripley Street  
Montgomery, AL 36130

**(334) 242-1550**  
**(334) 353-1491 FAX**

Website: [http://dhr.alabama.gov/directory/equal\\_emp\\_civil\\_rts.aspx](http://dhr.alabama.gov/directory/equal_emp_civil_rts.aspx)

**MOBILE HUMAN RELATIONS COMMISSION**

350 Saint Joseph Street, Room 146  
Mobile, AL 36602

**(334) 434-7786**

Website: [http://www.cityofmobile.org/cityofficials/appointed\\_committee.php](http://www.cityofmobile.org/cityofficials/appointed_committee.php)

**MISSISSIPPI DEPARTMENT OF EMPLOYMENT SECURITY**  
**EQUAL OPPORTUNITY DEPARTMENT**

P.O. Box 1699  
Jackson, MS 39215-1699

**(601) 321-6021**  
**(601) 321-6037 FAX**

Website: <https://mdes.ms.gov/information-center/about-mdes/mississippi-employment-security-law-mdes-regulations/equal-opportunity/>

**EEOC CHARLOTTE DISTRICT OFFICE**  
**129 WEST TRADE STREET**  
**SUITE 400**  
**CHARLOTTE, NC 28202**

**(704) 344-6682**  
**(704) 954-6438**  
**(704) 344-6434 FAX**

**EEOC Raleigh Area Office:**

**(919) 856-4151 FAX**

**EEOC Greensboro Local Office:**

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**(804) 771-2224 FAX**

**NORTH CAROLINA OFFICE OF ADMINISTRATIVE HEARINGS**  
**CIVIL RIGHTS DIVISION**

**NC Office of Administrative Hearings**  
**Civil Rights Division**  
**1711 New Hope Church Road**  
**Raleigh, NC 27609**

**(919) 431-3000**  
**(919) 431-3031 FAX**

**Website:** <http://www.ncoah.com>

**SOUTH CAROLINA HUMAN AFFAIRS COMMISSION**

**Human Affairs Commission**  
**1026 Sumter Street**  
**Suite 101**  
**Columbia, SC 29201**

**(803) 737-7800**  
**(803) 253-4191 FAX**

**Website:** <http://www.state.sc.us/schac>

**VIRGINIA OFFICE OF THE ATTORNEY GENERAL**  
**DIVISION OF HUMAN RIGHTS**

**202 North Ninth Street**  
**Richmond, VA 23219**

**(804) 225-2292**  
**(804) 225-3294 FAX**

**Website:** <https://www.oag.state.va.us/programs-initiatives/human-rights>



**EEOC CHICAGO DISTRICT OFFICE**  
**500 WEST MADISON STREET**  
**SUITE 2000**  
**CHICAGO, IL 60202**

**(312) 869-8050**  
**(312) 869-8082**  
**(312) 869-8072 FAX**

**EEOC Milwaukee Area Office**  
Reuss Federal Plaza  
310 West Wisconsin Avenue  
Suite 500  
Milwaukee, WI 53203-2292

**(414) 297-4133 FAX**

**EEOC Minneapolis Area Office**  
Towle Building  
330 South Second Avenue  
Suite 720  
Minneapolis, MN 55401-2224

**(612) 335-4044 FAX**

**CITY OF SPRINGFIELD OFFICE OF COMMUNITY RELATIONS**  
1450 Groth Street  
Springfield, IL 62703

**(217) 789-2270**  
**(217) 789-2268 FAX**

Website: [www.springfield.il.us](http://www.springfield.il.us)

**DAVENPORT CIVIL RIGHTS COMMISSION**  
226 West 4<sup>th</sup> Street  
Davenport, IA 52801

**(563) 326-7888**  
**(563) 326-7956 FAX**

Website: [www.cityofdavenportiowa.com](http://www.cityofdavenportiowa.com)

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS**  
James R. Thompson Center  
100 West Randolph Street  
Suite 10-100  
Chicago, IL 60601

**(312) 814-6245**  
**(312) 814-1436 FAX**

Website: [www.state.il.us/dhr](http://www.state.il.us/dhr)

**IOWA CIVIL RIGHTS COMMISSION**  
Grimes State Office Building 1<sup>st</sup> Floor  
400 E. 14<sup>th</sup> Street  
Des Moines, IA 50319

**(515) 242-6537**  
**(515) 242-5840 FAX**

Website: [www.state.ia.us/government/icrc](http://www.state.ia.us/government/icrc)

**CITY OF MADISON DEPARTMENT OF CIVIL RIGHTS  
EQUAL OPPORTUNITIES DIVISION**

210 Martin Luther King Jr. Boulevard  
Room 523  
Madison, WI 53703

(608) 266-5916  
(608) 266-6514 FAX

Website: [www.cityofmadison.com/dcr/eo.cfm](http://www.cityofmadison.com/dcr/eo.cfm)

**MASON CITY HUMAN RIGHTS COMMISSION**

City Hall  
10 First Street, N.W.  
Mason City, IA 50401

(641) 421-3618  
(641) 421-3619 FAX

Website: [www.masoncity.net](http://www.masoncity.net)

**MINNEAPOLIS DEPARTMENT OF CIVIL RIGHTS**

350 South 5th Street  
City Hall, Room 239  
Minneapolis, MN 55415

(612) 673-3027  
(612) 673-2599 FAX

Website: [www.ci.minneapolis.mn.us/civil-rights](http://www.ci.minneapolis.mn.us/civil-rights)

**MINNESOTA DEPARTMENT OF HUMAN RIGHTS**

Freeman Building  
625 Robert Street North  
St. Paul, MN 55155

(651) 539-1100  
(651) 296-9042 FAX

Website: [www.humanrights.state.mn.us](http://www.humanrights.state.mn.us)

**NORTH DAKOTA DEPARTMENT OF LABOR - HUMAN RIGHTS DIVISION**

State Capitol  
600 East Boulevard Avenue  
Department 406  
Bismarck, ND 58505-0340

(701) 328-2660  
(701) 328-2031 FAX

Website: <http://www.nd.gov/labor/human-rights>

**SIOUX FALLS HUMAN RELATIONS COMMISSION**

Human Resources  
224 West 9th Street  
Sioux Falls, SD 57104

(605) 367-8745  
(605) 367-8751 office/direct  
(605) 367-8858 FAX

Website: [www.siouxfalls.org/relations](http://www.siouxfalls.org/relations)

**SOUTH DAKOTA DEPARTMENT OF LABOR**

Kniep Building (605) 773-4493  
700 Governors Drive (605) 773-4211 FAX  
Pierre, SD 57501-2291

Website: [www.state.sd.us/dol/boards/hr/](http://www.state.sd.us/dol/boards/hr/)

**ST. PAUL DEPARTMENT OF HUMAN RIGHTS & EQUAL ECONOMIC  
OPPORTUNITY**

15 West Kellogg Blvd. (651) 266-8966  
240 City Hall/Court House (651) 266-8962 FAX  
St. Paul, MN 55102

Website: <http://www.stpaul.gov/hreeo>

**WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT  
EQUAL RIGHTS DIVISION**

201 E. Washington Avenue (414) 227-4384  
Room A100 (414) 227-4084 FAX  
Madison, WI 53703

Website: <https://dwd.wisconsin.gov/er/>

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**EEOC DALLAS DISTRICT OFFICE**  
**207 SOUTH HOUSTON STREET**  
**3<sup>rd</sup> FLOOR**  
**DALLAS, TX 75202-4726**

**(214) 655-3300**  
**(214) 253-2720 FAX**  
**(210) 281-7661**

**EEOC San Antonio Field Office**  
Legacy Oaks, Building A  
5410 Fredericksburg Road  
Suite 200  
San Antonio, TX 78229

**(210) 281-7690 FAX**

**EEOC El Paso Area Office**  
100 Stanton Towers  
100 N. Stanton Street  
Suite 600  
El Paso, TX 79901-1433

**(915) 534-6701 FAX**

**CITY OF AUSTIN EQUAL EMPLOYMENT/FAIR HOUSING OFFICE**  
1050 East 11<sup>th</sup> Street, Suite 300  
Austin, TX 78702

**(512) 974-3259**  
**(512) 974-3278 FAX**

Website: <http://www.ci.austin.tx.us/hrights>

**CORPUS CHRISTI OFFICE OF HUMAN RELATIONS COMMISSION**  
1201 Leopard St.  
Corpus Christi, TX 78401

**(361) 826-3196**  
**(361) 826-3192 FAX**

Website: [www.cctexas.com/humanrelations](http://www.cctexas.com/humanrelations)

**CITY OF FORT WORTH HUMAN RELATIONS COMMISSION**  
818 Missouri Avenue  
Fort Worth, TX 76104

**(817) 392-7534**  
**(817) 392 -7529 FAX**

Website: [www.fortworthgov.org](http://www.fortworthgov.org)

**TEXAS WORKFORCE COMMISSION – CIVIL RIGHTS DIVISION**  
Civil Rights Division  
101 East 15<sup>th</sup> Street  
Guadalupe CRD  
Austin, TX 78778-0001

**(512) 463-2642**  
**(512) 482-8465 FAX**

Website: <https://twc.texas.gov/partners/civil-rights-discrimination>

**EEOC HOUSTON DISTRICT OFFICE**  
**1919 SMITH STREET**  
**7<sup>th</sup> FLOOR**  
**HOUSTON, TX 77002-8049**

**(713) 209-3375**  
**(504) 595-2827**  
**(713) 651-4987 FAX**

**EEOC New Orleans Field Office**  
Hale Boggs Federal Building  
500 Poydras Street  
Suite 809  
New Orleans, LA 70130

**(504) 595-2884 FAX**

**LOUISIANA COMMISSION ON HUMAN RIGHTS**

1001 N. 23rd Street  
Suite 268  
Baton Rouge, LA 70802

**(225) 342-6969**  
**(225) 342-2063 FAX**

Website: <http://gov.louisiana.gov/page/lchr>

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**EEOC INDIANAPOLIS DISTRICT OFFICE**  
**101 WEST OHIO STREET**  
**ROOM 1900**  
**INDIANAPOLIS, IN 46204**

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**(317) 226-6144**  
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**(317) 226-8042 FAX**

**EEOC Detroit Field Office**  
Patrick V. McNamara Building  
477 Michigan Avenue, Room 865  
Detroit, MI 48226

**(313) 226-4610 FAX**

**EEOC Cincinnati Area Office**  
John W. Peck Federal Office Building  
550 Main Street, 10<sup>th</sup> Floor  
Cincinnati, OH 45202

**(513) 246-0218 FAX**

**EEOC Louisville Area Office**  
600 Dr. Martin Luther King Jr. Place, Suite 268  
Suite 268  
Louisville, KY 40202

**(502) 582-5895 FAX**

**EAST CHICAGO HUMAN RIGHTS COMMISSION**

1005 East Chicago Avenue  
East Chicago, IN 46312

**(219) 391-8544 FAX**  
**(219) 391-8477**

Website: <http://www.eastchicago.com>

**EVANSVILLE-VANDERBURGH COUNTY HUMAN RELATIONS COMMISSION**

1 N.W. Martin Luther King Jr. Boulevard  
Room 209  
Evansville, IN 47708

**(812) 436-4929 FAX**  
**(812) 436-4933**

Website: <http://www.evansvillegov.org>

**FORT WAYNE METROPOLITAN HUMAN RELATIONS COMMISSION**

One East Main Street  
Room 680  
Fort Wayne, IN 46802

**(260) 427-1146**  
**(260) 427-1126 FAX**

Website: [www.fortwaynemetro.org](http://www.fortwaynemetro.org)

**GARY HUMAN RELATIONS COMMISSION**

839 Broadway  
Suite South 107  
Gary, IN 46402-1236

**(219) 883-4151**  
**(219) 882-0373 FAX**

Website: <http://www.gary.in.us/humanrelations/default.asp>



**INDIANA CIVIL RIGHTS COMMISSION**

Indiana Government Center North  
100 North Senate Avenue  
Suite North 103  
Indianapolis, IN 46204-2255

(317) 234-6144  
(317) 234-6859 FAX

Website: <http://www.in.gov/icrc>

**KENTUCKY COMMISSION ON HUMAN RIGHTS**

322 West Broadway, Suite 1400  
Louisville, KY 40202

(502) 595-4024  
(502) 595-4801 FAX

Website: <http://www.kchr.ky.gov>

**LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS COMMISSION**

162 East Main Street, Suite 226  
Georgetown, KY 40324-1315

(859) 252-4931  
(859) 252-7057 FAX

Website: <http://www.lfuchrc.org>

**LOUISVILLE-JEFFERSON COUNTY METRO HUMAN RELATIONS COMMISSION**

410 West Chestnut  
Suite 300A  
Louisville, KY 40202

(502) 574-2385  
(502) 574-1216 FAX

Website: <http://www.louisvilleky.gov/humanrelations>

**MICHIGAN DEPARTMENT OF CIVIL RIGHTS**

110 West Michigan Avenue  
Suite 800  
Lansing, MI 48911

(517) 241-0546 FAX  
(517) 335-3165

Website: <http://www.michigan.gov/mdcr>

**OHIO CIVIL RIGHTS COMMISSION**

30 East Broad Street, 5<sup>th</sup> Floor  
Columbus, OH 43215

(614) 466-2785  
(614) 466-8776 FAX

Website: <http://www.crc.ohio.gov/>

**SOUTH BEND HUMAN RIGHTS COMMISSION**

301 South St. Louis Blvd.  
South Bend, IN 46617

(574) 235-9803 FAX  
(574) 235-9355

Website: [www.southbend.in.gov](http://www.southbend.in.gov)

**EEOC LOS ANGELES DISTRICT OFFICE**  
**ROYBAL FEDERAL BUILDING**  
**255 EAST TEMPLE STREET**  
**4<sup>TH</sup> FLOOR**  
**LOS ANGELES, CA 90012**

**(213) 894-1112**  
**(213) 894-1100**  
**(213) 894-1118 FAX**

**EEOC Honolulu Local Office**  
Prince Jonah Kuhio Kalanianaʻole Federal Building  
300 Ala Moana Boulevard  
Room 4-257  
Honolulu, HI 96805

**(808) 541-3390 FAX**

**EEOC Fresno Local Office:**

**(559) 487-5053 FAX**

**EEOC Las Vegas Local Office:**

**(702) 388-5094 FAX**

**EEOC San Diego Local Office:**

**(619) 557-7274 FAX**

**GUAM DEPARTMENT OF LABOR**

Administrator Director  
Fair Employment Practice Office  
4<sup>th</sup> Floor GCIC Building  
Hagatna, Guam 96910

**(671) 475-7083**  
**(671) 475-7045 FAX**  
**(671) 475-7075**

Website: [www.guamdol.net](http://www.guamdol.net)

**HAWAII CIVIL RIGHTS COMMISSION**

830 Punchbowl Street  
Room 411  
Honolulu, HI 96813

**(808) 586-8655 FAX**  
**(808) 586-8636**

Website: [www.hawaii.gov/labor/hcrc](http://www.hawaii.gov/labor/hcrc)

**NEVADA EQUAL RIGHTS COMMISSION**

1820 East Sahara Avenue  
Suite 314  
Las Vegas, Nevada 89104

**(702) 486-7161**  
**(702) 486-7054 FAX**

Website: <http://www.nvdetr.org/nerc.htm>

**EEOC MEMPHIS DISTRICT OFFICE**  
**1407 UNION AVENUE**  
**SUITE 901**  
**MEMPHIS, TENNESSEE 38104**

**(901) 544-0151**  
**(901) 544-0147**  
**(901) 544-0111 FAX**

**EEOC Little Rock Area Office**  
820 Louisiana Street  
Suite 200  
Little Rock, Arkansas 72201

**(501) 324-5991 FAX**

**EEOC Nashville Area Office**  
220 Athens Way  
Suite 350  
Nashville, TN 37228-9940

**(615) 736-2107 FAX**

**TENNESSEE HUMAN RIGHTS COMMISSION**

312 Rosa Parks Avenue  
23<sup>rd</sup> Floor  
Nashville, TN 37243

**(800) 251-3589**  
**(615) 253-4631 FAX**

Website: [www.tn.gov/humanrights](http://www.tn.gov/humanrights)

**ARKANSAS FAIR HOUSING COMMISSION**

101 East Capitol Avenue  
Suite 212  
Little Rock, AR 72201

**(501) 682-3247**

Website: <https://www.fairhousing.arkansas.gov/>

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**EEOC MIAMI DISTRICT OFFICE**  
**ONE BISCAYNE TOWER**  
**2 SOUTH BISCAYNE BOULEVARD**  
**SUITE 2700**  
**MIAMI, FL 33131**

**(305) 808-1792**  
**(305) 808-1752**  
**(305) 808-1834 FAX**

**EEOC San Juan Field Office**  
525 F. D. Roosevelt Avenue  
Plaza Las Americas, Suite 1202  
San Juan, PR 00918-8001

**(787) 771-1485 FAX**

**EEOC Tampa Field Office**  
501 East Polk Street  
Suite 1000  
Tampa, FL 33602

**(813) 228-2841 FAX**

**FLORIDA COMMISSION ON HUMAN RELATIONS**

2009 Apalachee Parkway  
Suite 100  
Tallahassee, FL 32301

**(850) 488-7082**  
**(850) 488-5291 FAX**

Website: <http://fchr.state.fl.us>

**JACKSONVILLE HUMAN RIGHTS COMMISSION**

117 West Duval Street  
Suite 350  
Jacksonville, FL 32202

**(904) 630-4901**  
**(904) 630-4918 FAX**

Website: <http://www.coj.net>

**LEE COUNTY OFFICE OF EQUAL OPPORTUNITY**

2115 Second Street  
4<sup>th</sup> Floor  
Fort Myers, FL 33901

**(239) 533-2221**  
**(239) 485-2262 FAX**

Website: <http://www.lee-county.com/>

**MIAMI-DADE COUNTY COMMISSION ON HUMAN RIGHTS**

Office of Human Rights and Fair Employment Practices  
Stephan P. Clark Center  
111 North West 1<sup>st</sup> Street  
Suite 2220  
Miami, FL 33128

**(305) 375-2114 FAX**  
**(305) 375-2784**

Website: <http://www.miamidade.gov/ofep>

**CITY OF ORLANDO OFFICE OF HUMAN RELATIONS**

400 South Orange Avenue (407) 246-2122  
9<sup>th</sup> Floor (407) 246-3447  
Orlando, FL 32801 (407) 246-2308 FAX

Website: <http://www.cityoforlando.net/executive/ohr/>

**PALM BEACH COUNTY OFFICE OF EQUAL OPPORTUNITY**

215 North Olive Avenue (561) 355-4884  
Suite 130 (561) 355-4932 FAX  
West Palm Beach, FL 33401

Website: [www.pbcgov.org/equalopportunity](http://www.pbcgov.org/equalopportunity)

**PINELLAS COUNTY OFFICE OF HUMAN RIGHTS**

400 S. Ft. Harrison Avenue, 5<sup>th</sup> Floor (727) 464-4880  
Clearwater, FL 33756 (727) 464-4157 FAX

Website: [www.pinellascounty.org](http://www.pinellascounty.org)

**PUERTO RICO DEPARTMENT OF LABOR AND HUMAN RESOURCES**

Anti-Discrimination Unit (809) 767-8855 FAX  
Prudencio Riva Martinez Bldg. (809) 754-5806  
505 Munoz Rivera Avenue  
San Juan, PR 00918-5540

E-Mail Address: [unidadantidiscrimen@microjuris.com](mailto:unidadantidiscrimen@microjuris.com)

Website: <https://www.trabajo.pr.gov/>

**CITY OF TAMPA OFFICE OF HUMAN RIGHTS**

Community Affairs (813) 274-8380  
102 East 7<sup>th</sup> Avenue, 1<sup>st</sup> Floor (813) 274-5567 FAX  
Tampa, FL 33602

Website: [www.tampagov.net/](http://www.tampagov.net/)

**VIRGIN ISLANDS DEPARTMENT OF LABOR**

#3012 Estate Golden Rock (340) 713-8367 FAX  
Christiansted, VI 00822 (340) 692-9686

Website: [www.vidol.gov](http://www.vidol.gov)

**EEOC NEW YORK DISTRICT OFFICE**  
**33 WHITEHALL STREET**  
**11<sup>TH</sup> FLOOR**  
**NEW YORK, NY 10004**

**(212) 336-3696**  
**(212) 336-3643**  
**(212) 336-3627 FAX**

**EEOC Boston Area Office**  
John F. Kennedy Federal Building  
475 Government Center  
Boston, MA 02203

**(617) 565-3196 FAX**

**EEOC Newark Area Office**  
Two Gateway Center  
Suite 1703  
283-299 Market Street  
Newark, NJ 07102

**(973) 645-4524 FAX**

**EEOC Buffalo Local Office**  
Olympic Towers  
300 Pearl Street, Suite 450  
Buffalo, NY 14202

**(716) 551-4387 FAX**

**CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

450 Columbus Boulevard, Suite 2  
Hartford, CT 06106

**(860) 246-5068 FAX**  
**(860) 541-3400**

Website: [www.ct.gov/chro](http://www.ct.gov/chro)

**MAINE HUMAN RIGHTS COMMISSION**

51 State House Station  
Augusta, ME 04333

**(207) 624-8729 FAX**  
**(207) 624-6290**

Website: <http://www.maine.gov/mhrc>

**MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION**

One Ashburton Place  
Room 601  
Boston, MA 02108

**(617) 994-6003**  
**(617) 994-6153 FAX**

Website: <http://www.mass.gov/mcad>

**NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS**

2 Industrial Park Drive  
Building One  
Concord, NH 03301-8501

**(603) 271-2767**  
**(603) 271-6339 FAX**

Website: [www.nh.gov/hrc](http://www.nh.gov/hrc)

**NEW YORK CITY COMMISSION ON HUMAN RIGHTS**

40 Rector Street

(212) 306-7550

Suite 1001

(212) 306-7658 FAX

New York, NY 10006

Website: <http://www.nyc.gov/cchr>

**NEW YORK STATE DIVISION OF HUMAN RIGHTS**

One Fordham Plaza

(718) 741-8322 FAX

Fourth Floor

(888) 392-3644

Bronx, NY 10458

Website: <http://www.dhr.ny.gov>

**RHODE ISLAND COMMISSION FOR HUMAN RIGHTS**

180 Westminster Street

(401) 222-2662

Suite 301

(401) 222-2664 TDD

Providence, RI 02903

(401) 222-2616 Fax

Website: <http://www.richr.ri.gov>

**VERMONT HUMAN RIGHTS COMMISSION**

14-16 Baldwin Street

(802) 828-2480

Montpelier, VT 05633

(802) 828-2481 FAX

Website: <https://hrc.vermont.gov/>

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**EEOC PHILADELPHIA DISTRICT OFFICE**  
**801 MARKET STREET**  
**SUITE 1300**  
**PHILADELPHIA, PA 19103**

**(215) 440-2620**  
**(215) 440-2632 FAX**

**EEOC Baltimore Field Office**  
GH Fallon Federal Building  
31 Hopkins Plaza, Suite 1432  
Baltimore, MD 21201

**(410) 209-2221 FAX**

**EEOC Cleveland Field Office**  
Anthony J. Celebrezze Federal Building  
1240 East 9th Street  
Suite 3001  
Cleveland, OH 44199

**(216) 522-7395 FAX**

**EEOC Pittsburgh Field Office**  
William S. Moorhead Federal Building  
1000 Liberty Avenue  
Suite 1112  
Pittsburgh, PA 15222

**(412) 395-5749 FAX**  
**(412) 395-5904 TTY**

**BALTIMORE COMMUNITY RELATIONS COMMISSION**

10 North Calvert Street  
Suite 915  
Equitable Building  
Baltimore, MD 21202

**(410) 396-3141**  
**(410) 244-0176 FAX**

Website: <http://www.ci.baltimore.md.us/government/community.html>

**DELAWARE DEPARTMENT OF LABOR**

Office of Anti-Discrimination  
4425 North Market Street  
3<sup>rd</sup> Floor  
Wilmington, DE 19802

**(302) 761-6607 FAX**  
**(302) 761-8213**

Website: <http://dia.delawareworks.com/discrimination/>

**HOWARD COUNTY OFFICE OF HUMAN RIGHTS**

6751 Columbia Gateway Drive  
Suite 239  
Columbia, MD 21046

**(410) 313-6430**  
**(410) 313-6468 FAX**

Website: [www.howardcountymd.gov](http://www.howardcountymd.gov)



**MARYLAND COMMISSION ON HUMAN RELATIONS**

William Donald Schaefer Tower (410) 333-1841 FAX  
6 St. Paul Street (410) 767-8600  
Room 900  
Baltimore, MD 21202

Website: <http://mccr.maryland.gov>

**MONTGOMERY COUNTY OFFICE OF HUMAN RIGHTS**

21 Maryland Avenue (240) 777-8490  
Suite 330 (240) 777-8485 FAX  
Rockville, MD 20850

Website: <http://www.montgomerycountymd.gov>

**NEW JERSEY DIVISION ON CIVIL RIGHTS  
DEPARTMENT OF LAW AND PUBLIC SAFETY**

31 Clinton Street (973) 648-2700  
3<sup>rd</sup> Floor (973) 648-4405 FAX  
Newark, NJ 07102

Website: <http://www.njcivilrights.org>

**PENNSYLVANIA HUMAN RELATIONS COMMISSION**

333 Market Street (717) 787-9780  
8<sup>th</sup> Floor (717) 717-4340 FAX  
Harrisburg, PA 17101-2210

Website: <http://www.phrc.state.pa.us>

**PHILADELPHIA COMMISSION ON HUMAN RELATIONS**

The Curtis Center (215) 686-4684 FAX  
601 Walnut Street (215) 686-4673  
Suite 300 South  
Philadelphia, PA 19106

Website: <http://www.phila.gov/humanrelations/>

**PITTSBURGH COMMISSION ON HUMAN RELATIONS**

908 City-County Building

(412) 255-2288 FAX

414 Grant Street

(412) 255-2600

Pittsburgh, PA 15219-2464

E-Mail Address: [human.relations@pittsburghpa.gov](mailto:human.relations@pittsburghpa.gov)

Website: <http://www.pittsburghpa.gov/chr>

**PRINCE GEORGE'S COUNTY HUMAN RELATIONS COMMISSION**

1400 McCormick Drive

(301) 883-6170

Suite 245

(301) 883-2649 FAX

Largo, MD 20774

Website: <http://www.co.pg.md.us>

**CITY OF READING HUMAN RELATIONS COMMISSION**

815 Washington Street 1 – 39

(610) 655-6262 FAX

Reading, PA 19601

(610) 655-6141

Website: [http://www.readingpa.gov/human\\_relations\\_commission.asp](http://www.readingpa.gov/human_relations_commission.asp)

**WEST VIRGINIA HUMAN RIGHTS COMMISSION**

1321 Plaza East

(304) 558-2616

Room 108-A

(304) 558-0085 FAX

Charleston, WV 25301

1-888-676-5546 TOLL FREE

Website: <http://www.hrc.wv.gov>

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**EEOC PHOENIX DISTRICT OFFICE**  
**3300 N. CENTRAL AVENUE**  
**SUITE 690**  
**PHOENIX, AZ 85012**

**(602) 640-5047**  
**(303) 866-1003**  
**(303) 866-1085 FAX**

**EEOC Denver Field Office:**

**(303) 866-1085 FAX**

**EEOC Albuquerque Area Office:**

**(505) 248-5192 FAX**

**ARIZONA OFFICE OF THE ATTORNEY GENERAL**  
**CIVIL RIGHTS DIVISION**

Chief Counsel, Civil Rights Division  
1275 West Washington Street  
Phoenix, AZ 85007

**(602) 542-7716**  
**(602) 542-5263**  
**(602) 542-8885 FAX**

Website: <http://www.azag.gov>

**COLORADO CIVIL RIGHTS DIVISION**

1560 Broadway, Suite 1050  
Denver, CO 80202

**(303) 894-7817**  
**(303) 869-0316 FAX**

Website: [www.dora.state.co.us/civil-rights](http://www.dora.state.co.us/civil-rights)

**NEW MEXICO DEPARTMENT OF WORKFORCE SOLUTIONS**  
**LABOR RELATIONS DIVISION/HUMAN RIGHTS BUREAU**

1596 Pacheco Street, Suite 103  
Santa Fe, NM 87505

**(505) 827-6838**  
**(505) 827-6878 FAX**

Website: [www.dws.state.nm.us](http://www.dws.state.nm.us)

**UTAH ANTI-DISCRIMINATION AND LABOR DIVISION**

160 East 300 South, 3<sup>rd</sup> Floor  
Salt Lake City, UT 84114-6600

**(801) 530-6800**  
**(801) 530-7609 FAX**

Website: [www.laborcommission.utah.gov](http://www.laborcommission.utah.gov)

**WYOMING FAIR EMPLOYMENT PROGRAM**

1510 E. Pershing Boulevard  
West Wing, Room 150  
Cheyenne, WY 82002

**(307) 777-7261**  
**(307) 777-55633 FAX**

Website: <http://wyomingworkforce.org/workers/labor/rights/>

**EEOC SAN FRANCISCO DISTRICT OFFICE**  
**350 THE EMBARCADERO**  
**SUITE 1260**  
**SAN FRANCISCO, CA 94105**

**(415) 625-5611**  
**(415) 625-5619**  
**(206) 220-6855**  
**(415) 625-5609 FAX**

**EEOC Seattle Field Office**  
Federal Office Building  
909 First Avenue, Suite 400  
Seattle, WA 98104-1061

**(206) 220-6911 FAX**

**EEOC Oakland Local Office**  
1301 Clay Street, Suite 1170-N  
Oakland, CA 94612-5217

**(510) 637-3235 FAX**

**EEOC San Jose Local Office**  
96 N. Third Street, Suite 250  
San Jose, CA 95112

**(408) 291-4539 FAX**

**ALASKA STATE COMMISSION FOR HUMAN RIGHTS**

800 A Street  
Suite 204  
Anchorage, AK 99501-3669

**(907) 276-7474**  
**(907) 278-8588 FAX**

Website: [www.humanrights.alaska.gov](http://www.humanrights.alaska.gov)

**ANCHORAGE EQUAL RIGHTS COMMISSION**

632 W 6th Avenue  
Suite 110  
Anchorage, AK 99501

**(907) 343-4341**  
**(907) 343-4395 FAX**

Website: [www.muni.org/aerc](http://www.muni.org/aerc)

**CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING**

2218 Kausen Drive  
Suite 100  
Elk Grove, CA 95758

**(916) 478-7251**  
**(916) 478-7328 FAX**

Website: [www.dfeh.ca.gov](http://www.dfeh.ca.gov)

**IDAHO HUMAN RIGHTS COMMISSION**

317 West Main Street  
Suite 450  
Boise, ID 83735

**(208) 334-2873**  
**(208) 334-2664 FAX**

Website: <http://humanrights.idaho.gov>

**MONTANA HUMAN RIGHTS BUREAU**

P.O. Box 1728  
Helena, MT 59624-1728

(406) 443-3234 FAX  
(800) 542-0807

Website: [www.montanadiscrimination.com](http://www.montanadiscrimination.com)

**OREGON BUREAU OF LABOR AND INDUSTRIES**

Civil Rights Division  
800 NE Oregon Street  
Suite 1045  
Portland, OR 97232

(971) 673-0765 FAX  
(971) 673-0764

Website: <https://www.oregon.gov/boli/crd/pages/index.aspx>

**SEATTLE OFFICE FOR CIVIL RIGHTS**

810 Third Avenue  
Suite 750  
Seattle, WA 98104-1627

(206) 233-7882  
(206) 684-0332 FAX

Website: [www.seattle.gov/civilrights](http://www.seattle.gov/civilrights)

**CITY OF TACOMA HUMAN RIGHTS & HUMAN SERVICES DEPARTMENT**

747 Market Street  
Room 836  
Tacoma, WA 98402

(253) 591-5059  
(253) 591-5050 FAX

Website: <https://www.cityoftacoma.org/cms/one.aspx?portalId=169&pageId=22528>

**WASHINGTON STATE HUMAN RIGHTS COMMISSION**

711 South Capital Way  
Suite 402  
Olympia, WA 98504

(206) 753-6770  
(206) 586-2282 FAX

Website: [www.hum.wa.gov](http://www.hum.wa.gov)



**EEOC ST. LOUIS DISTRICT OFFICE**  
**ROBERT A. YOUNG BUILDING**  
**1222 SPRUCE STREET**  
**ROOM 8100**  
**ST. LOUIS, MO 63103**

**(314) 539-7830**  
**(314) 539-7816**  
**(314) 539-7893 FAX**

**EEOC Kansas City Area Office**  
Gateway Tower II  
400 State Avenue  
Suite 905  
Kansas City, KS 66101

**(913) 551-6957 FAX**

**EEOC Oklahoma City Area Office**  
215 Dean A. McGee Avenue  
Suite 524  
Oklahoma City, OK 73102

**(405) 231-4140 FAX**

**KANSAS HUMAN RIGHTS COMMISSION**

Landon State Office Building  
900 Southwest Jackson  
Suite 568 South  
Topeka, KS 66612-1258

**(785) 296-0589 FAX**  
**(785) 296-3206**

Website: [www.khrc.net](http://www.khrc.net)

**KANSAS CITY MISSOURI HUMAN RELATIONS DEPARTMENT**

414 East 12<sup>th</sup> Street  
City Hall, 4th Floor  
Kansas City, MO 64106

**(816) 513-1805 FAX**  
**(816) 513-1836**

Website: <http://www.kcmo.org/humrel.nsf/web/home>

**LINCOLN COMMISSION ON HUMAN RIGHTS**

440 South 8<sup>th</sup> Street  
Suite 101  
Lincoln, NE 68508

**(402) 441-7624**  
**(402) 441-6937 FAX**  
**(402) 441-8398 TDD**

Website: <http://www.lincoln.ne.gov/city/mayor/human/index.htm>

**MISSOURI COMMISSION ON HUMAN RIGHTS**

3315 W. Truman Boulevard  
Suite 212  
Jefferson City, MO 65102-1129

**(573) 751-3325**  
**(573) 751-2905 FAX**

Website: [www.labor.mo.gov/mohumanrights](http://www.labor.mo.gov/mohumanrights)

**NEBRASKA EQUAL OPPORTUNITY COMMISSION**

301 Centennial Mall South

(402) 471-2024

5<sup>th</sup> Floor

(402) 471-4059 FAX

P.O. Box 94934

Lincoln, NE 68509-4934

Website: <http://www.neoc.ne.gov>**OKLAHOMA HUMAN RIGHTS COMMISSION**

2101 North Lincoln Boulevard

(405) 521-3921

Room 480

(405) 522-3635 FAX

Oklahoma City, OK 73105

Web: <http://www.oag.ok.gov/civil-rights-enforcement-unit>**OMAHA HUMAN RIGHTS AND RELATIONS DEPARTMENT**

1819 Farnam Street

(402) 444-5055

Suite 502

(402) 444-5058 FAX

Omaha, NE 68183

Website: <https://humanrights.cityofomaha.org/>**ST. LOUIS CIVIL RIGHTS ENFORCEMENT AGENCY**

1114 Market Street

(314) 622-3301

Suite 626

(314) 622-4190 FAX

St. Louis, MO 63101

Website: <http://stlouis-mo.gov/government/departments/civil-rights-enforcement/>

**EEOC WASHINGTON FIELD OFFICE**  
**131 M STREET NE**  
**4<sup>th</sup> FLOOR**  
**WASHINGTON, DC 20507**

**Mindy Weinstein, Acting Director**  
**David Gonzalez, State & Local Coordinator**

**(202) 419-0734**  
**(202) 419-0714**  
**(202) 419-0701 FAX**

**ALEXANDRIA OFFICE OF HUMAN RIGHTS**

421 King Street  
Suite 400  
Alexandria, VA 22314

(703) 746-3140  
(703) 838-4976 FAX

Website: [www.alexandriava.gov/human](http://www.alexandriava.gov/human)

**ARLINGTON COUNTY HUMAN RIGHTS COMMISSION**

2100 Clarendon Boulevard  
Suite 318  
Arlington, VA 22201

(703) 228-3929  
(703) 228-4390 FAX

Website: <https://commissions.arlingtonva.us/human-rights-commission-hrc/>

**DC OFFICE OF HUMAN RIGHTS**

441 4th Street NW  
Suite 570 North  
Washington, DC 20001

(202) 727-4559  
(202) 727-9589 FAX

Website: [www.ohr.dc.gov](http://www.ohr.dc.gov)

**FAIRFAX COUNTY OFFICE OF HUMAN RIGHTS AND EQUITY PROGRAMS**

12000 Government Center Parkway  
Suite 318  
Fairfax, VA 22035-0093

(703) 324-3570 FAX  
(703) 324-2953

Website: [www.fairfaxcounty.gov/hrc](http://www.fairfaxcounty.gov/hrc)

**PRINCE WILLIAM COUNTY HUMAN RIGHTS COMMISSION**

15941 Donald Curtis Drive  
Suite 125  
Woodbridge, VA 22191

(703) 792-4680  
(703) 792-6944 FAX

Website: <http://www.pwcgov.org/hmnrghts>

**NON-CONTRACT**  
**FAIR EMPLOYMENT PRACTICES AGENCIES (FEPAs)**

**EEOC CHARLOTTE DISTRICT OFFICE**

**(704) 344-6700**  
**(704) 344-6734 FAX**

**ORANGE COUNTY DEPARTMENT OF HUMAN RIGHTS & RELATIONS**

501 West Franklin Street  
Suite 104  
Chapel Hill, NC 27516

**(919) 960-3875**  
**(919) 960-3879 FAX**

Website: [www.co.orange.nc.us](http://www.co.orange.nc.us)

**EEOC HOUSTON DISTRICT OFFICE**

**(504) 209-3332**

**NEW ORLEANS HUMAN RELATIONS COMMISSION**

1300 Perdido Street  
Room 8E07  
New Orleans, LA 70112

**(504) 658-4020**  
**(504) 658-4017 FAX**

Website: [www.cityofno.com](http://www.cityofno.com)

**EEOC INDIANAPOLIS DISTRICT OFFICE**

**(317) 226-6144**  
**(216) 522-7432**

**COLUMBUS COMMUNITY RELATIONS COMMISSION**

1111 E. Broad Street  
Suite 302  
Columbus, OH 43205

**(614) 645-1993**  
**(614) 645-1862 FAX**

Website: [www.columbus.gov](http://www.columbus.gov)

**EEOC PHILADELPHIA DISTRICT OFFICE**

**(215) 440-2623**  
**(410) 962-4329**

**BALTIMORE COUNTY HUMAN RELATIONS COMMISSION**

Drumcastle Government Center  
6401 York Road  
First Floor  
Baltimore, MD 21212

**(410) 887-5917**  
**(410) 887-6079 FAX**

Website: [www.baltimorecountymd.gov/Agencies/humanrelations/index.html](http://www.baltimorecountymd.gov/Agencies/humanrelations/index.html)

**ROCKVILLE HUMAN RIGHTS COMMISSION**

111 Maryland Avenue  
Rockville, MD 20850

(240) 314-8309 FAX  
(240) 314-8316

Website: <https://www.rockvillemd.gov/108/Human-Rights-Commission>

**EEOC ST. LOUIS DISTRICT OFFICE**

**(314) 539-7816**

**LAWRENCE HUMAN RELATIONS COMMISSION  
AND HUMAN RELATIONS DEPARTMENT**

947 New Hampshire  
Suite 200A  
Lawrence, Kansas 66044

(785) 832-3310  
(785) 832-6198 FAX

E-Mail: [humanrelations@lawrenceks.org](mailto:humanrelations@lawrenceks.org)

Website: [https://lawrenceks.org/attorney/complaint\\_filing/#onlineforms](https://lawrenceks.org/attorney/complaint_filing/#onlineforms)



## **EXAMPLES OF NON-CONTRACT TRIBAL EMPLOYMENT RIGHTS OFFICES (TEROs)**

**Office of Navajo Labor Relations**

P.O. Box 1943

Window Rock, AZ 86515

Website: <http://www.onlr.navajo-nsn.gov/>

(928) 871-6800

(928) 871-7088 FAX

**Leech Lake Band of Ojibwe TERO**

115 Sixth Street NW

Suite E

Cass Lake, MN 56633

Website: <http://www.llojibwe.org/td/tero.html>

(218) 335-8374

(218) 335-3733 FAX

**Mille Lacs Band of Ojibwe TERO**

43408 Oodena Drive

Onamia, MN 56359

Website: <https://millelacsband.com/services/tribal-employment-rights-office-tero>

(320) 532-4778

(320) 532-7505 FAX

**Keweenaw Bay Indian Community TERO**

16429 Beartown Road

Baraga, MI 49908

Website: <http://www.kbic-nsn.gov/content/what-tero>

(906) 353-4167

(906) 353-6430 FAX

**Spokane Tribe TERO**

P.O. Box 100

Wellpinit, WA 99040

Website: <http://www.spokanetribe.com/tero>

(509) 258-7100

(509) 458-6556 FAX

**The Colville Confederated Tribes TERO**

21 Colville Street

Nespelem, WA 99155

Website: <https://www.colvilletribes.com/tero>

(509) 634-2200

**Wichita and Affiliated Tribes TERO**

P.O. Box 729

Anadarko, OK 73005

Website: [http://www.wichitatribe.com/programs/tribal-employment-rights-office-\(tero\).aspx](http://www.wichitatribe.com/programs/tribal-employment-rights-office-(tero).aspx)

(405) 247-2425

(405) 247-2430 FAX

**Confederated Tribes and Bands  
of the Yakama Nation TERO**

(509) 314-6701

410 S. G Street  
Toppenish, WA 98948

Mailing Address: Attn: TERO Director  
P.O. BOX 151  
Toppenish, WA 98948

Website: <http://www.yakamanation-nsn.gov/TERO.php>

**Quinault Indian National TERO**

(360) 276-8211

P.O. Box 189  
Taholah, WA 98587

(360) 276-4191 FAX

Website: <http://www.quinaultindiannation.com/tero.htm>

**Confederated Tribes of the  
Umatilla Indian Reservation TERO**

(541) 429-7193

46411 Ti'mine Way

(541) 429-7190 FAX

Attn: TERO

Pendleton, OR 97801

Website: <http://ctuir.org/tribal-services/human-resources/tribal-employment-rights-office-tero>

**Red Lake Nation TERO**

(218) 679-3350 x2621

15525 Mendota Avenue

Redby, MN 56670

Website: <https://rlntero.com/>

**Cherokee Nation TERO**

(918) 453-5334

P.O. Box 948

Tahlequah, OK 74465

Website: <http://cherokeetero.com/tero/>

**Eastern Band of Cherokee Indians TERO**

(828) 359-6421

Website: <http://ebci-tero.com>

**Standing Rock Sioux Tribe TERO**

(701) 854-8500

P.O. Box D, Building #1

North Standing Rock Avenue

Fort Yates, ND 58538

Website: <https://www.standingrock.org/content/title-xxx-30-tero-tribal-employment-rights-office>

**Tanana Chiefs Conference TERO**

(907) 452-8251 x3155

122 1<sup>st</sup> Avenue

Fairbanks, AK 99701

Website: <https://www.tananachiefs.org/job-seekers/job-training/tribal-employment-rights-office/>

**Sitka Tribe of Alaska TERO**

(907) 747-3207

456 Katlian Street

Sitka, AK 99835

Website: <http://www.sitkatribes.org/>

**Shoshone-Bannock Tribes TERO**

(208) 478-3700

P.O. Box 306

Fort Hall, ID 83203

Website: <http://www2.sbtribes.com/tero/>

**Confederated Tribes of Warm Springs Reservation TERO**

(541) 615-0853

P.O. Box 515

4204 Holliday Street

Warm Springs, OR 97761

Website: <https://wstero.com/>

**Pit River Tribe TERO**

(530) 335-5421

36970 Park Avenue

Burney, CA 96013

Website: <http://pitrivertribe.org/hr/>

**Seneca Nation of Indians TERO**

(716) 945-1790

90 Ohiyo Way

Salamanca, NY 14779

Website: [https://sni.org/departments/tribal-employment-rights-office-\(tero\)/](https://sni.org/departments/tribal-employment-rights-office-(tero)/)

**Swinomish Indian Tribal Community TERO**

(360) 466-7232

11373 Moorage Way

La Conner, WA 98257

Mailing Address: Swinomish Administration Building

Attn: TERO

11404 Moorage Way

La Conner, WA 98257

Website: [http://www.swinomish.org/resources/human-resources/tribal-employment-rights-office-\(tero\).aspx](http://www.swinomish.org/resources/human-resources/tribal-employment-rights-office-(tero).aspx)