



NEBRASKA EQUAL OPPORTUNITY COMMISSION



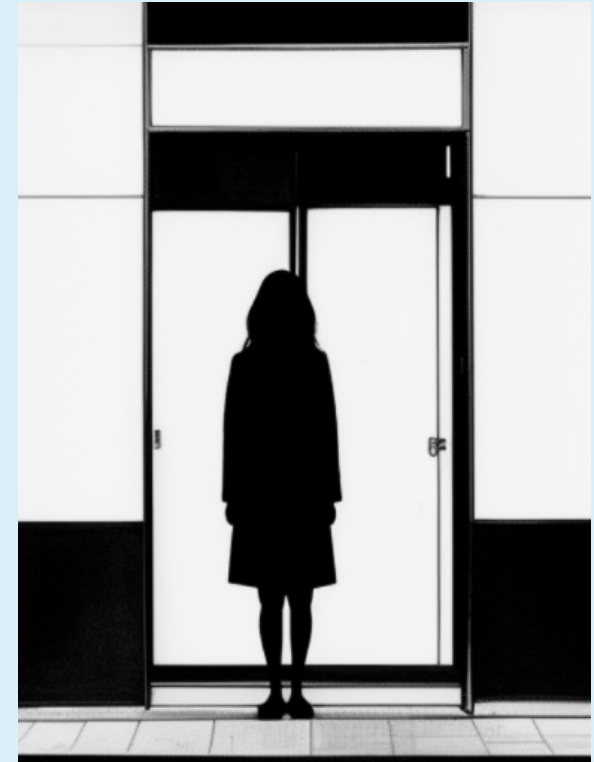
What is the NEOC?



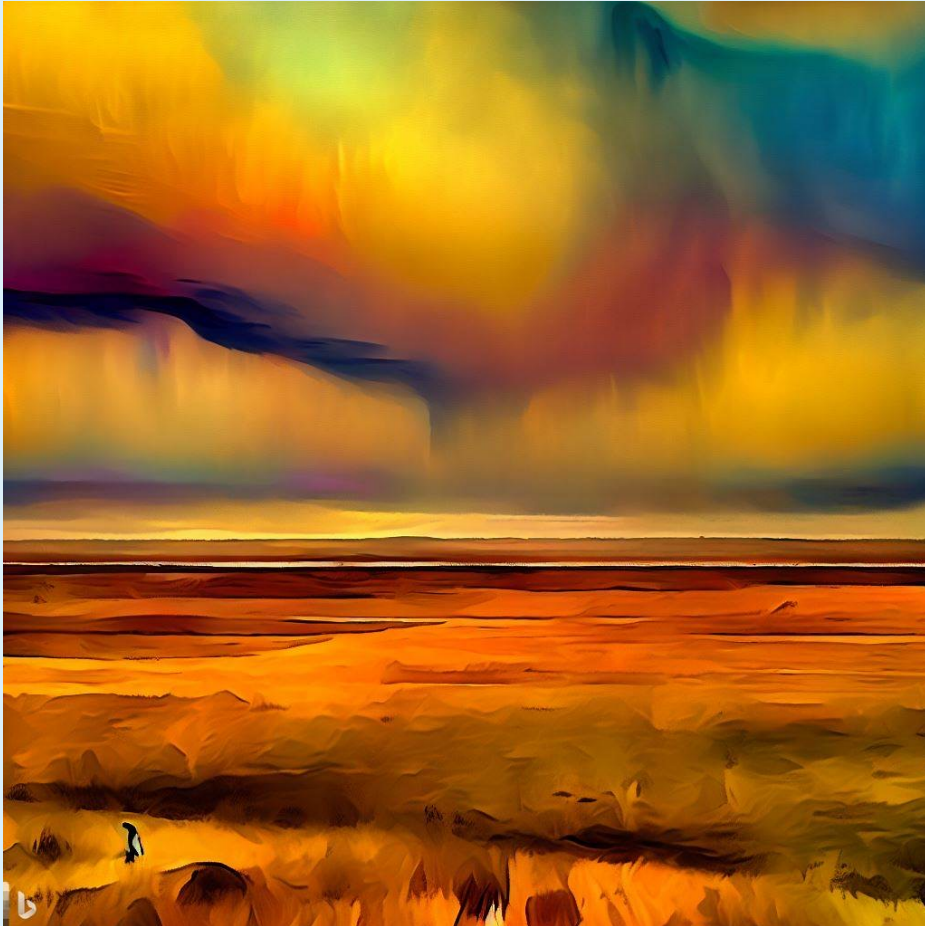
- We are a **STATE AGENCY**
- We **RECEIVE AND INVESTIGATE COMPLAINTS** of discrimination, while also attempting to **CONCILIATE/MEDIATE**
- **ADMINISTER LAWS** under three areas:
 - **Employment** Discrimination
 - **Housing** Discrimination
 - **Public Accommodations** Discrimination
- **PROVIDE TECHNICAL ASSISTANCE** to the public
- Small Agency totaling about 26 total people:
 - Commissioners – appointed by Governor
 - Executive Director – hired by Commissioners
 - Unit Directors and Investigative/Support Staff – hired by Executive Director

Filing and Investigating a Complaint

- To file with us, you must have a **TIMELY** complaint that you were treated differently (**HARMED**) because of a **PROTECTED CLASS STATUS** in employment, housing, or in being denied service in public accommodations.
- If you qualify, you will undergo **INTAKE**.
- We then **INVESTIGATE**.
- Once the file is completed the decision maker will review the file and come to a **DECISION**.



What can we do for you? – **employment discrimination**



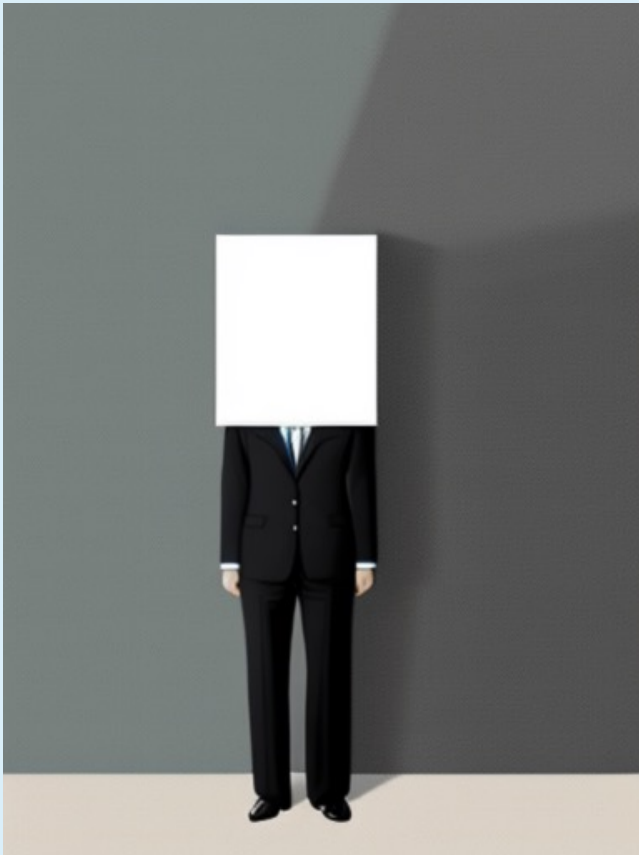
- The NEOC can take any complaints of discrimination against employers operating anywhere in Nebraska.
- Some types of discrimination have requirements for us to be able to investigate, such as that the employer has a certain number of employees. But best to contact us and discuss to see if your situation “fits” or not.

What can we do for you? – **employment discrimination** cont.

- Protected classes:
 - Race, Color, National Origin, Religion, Sex, Pregnancy, Disability, Age (40+), and Marital Status. Also Retaliation for engaging in a protected activity under the Statutes, Whistleblower Retaliation, and Wage Retaliation.
 - Also unequal pay because of Sex.
- Timeliness –
 - Most – 300 days from the “last date of harm”
 - Equal Pay – 4 years



What can we do for you? – **employment discrimination** cont.



- Common types of discrimination we investigate in **employment**:
 - Termination/Firing
 - Failure to Hire
 - Failing to provide a Reasonable Accommodation for Disability, Pregnancy or Religion
 - Promotion
 - Harassment – sexual or based on another protected class
 - Wage discrepancies
 - Whistleblower retaliation situations
 - Retaliation from past complaints

What can we do for you? – **public accommodations**

- The NEOC can take any complaints of public accommodations discrimination against businesses that are “offering goods and services to the public” if they deny you service or withhold service, or segregate you. It also must occur in Nebraska and be timely filed.

Protected classes in Public Accommodations:

Race, Color, National Origin, Ancestry, Religion, Familial Status, Disability, or Sex. Also Retaliation.

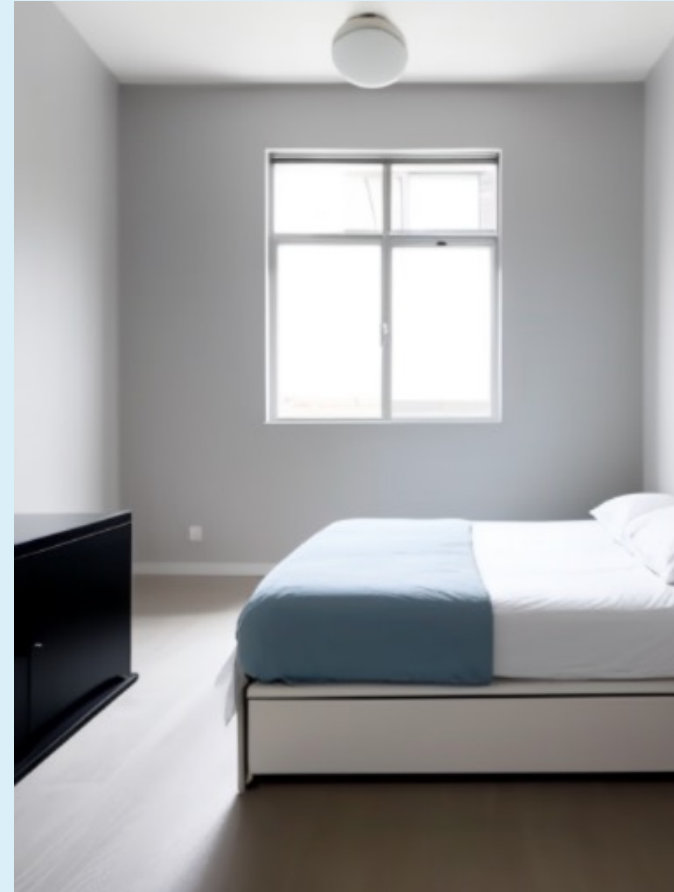
Timeliness: 10 days from the “last date of harm”

What can we do for you? – **housing discrimination**

- The NEOC can take any complaints of housing discrimination against housing providers in Nebraska. (That are timely and otherwise jurisdictional.)
- Any transaction related to housing is covered – landlords renting apartments or houses; banks providing mortgage loans; real estate agents selling houses; advertisements in newspapers for houses and apartments; homeowners associations setting rules; homeless shelters providing long-term housing; colleges with dorms; etc.

What can we do for you? – **housing discrimination** cont.

- Protected classes:
 - Race, Color, National Origin, Religion, Sex, Disability, Familial Status. Also Retaliation.
- Timeliness –
 - One year from the “last date of harm”



What can we do for you? – **housing discrimination** cont.



- Common types of discrimination we investigate in **housing**:
 - Evictions
 - Refusal to Rent or Negotiate
 - Failure to provide a Reasonable Accommodation or Modification for Disability
 - Retaliation for a prior complaint of discrimination
 - Steering
 - Harassment – sexual or based on another protected class
 - Discriminatory Advertisements
 - Different Terms and Conditions, such as maintenance issues
 - Discrimination in home buying, such as taking out a mortgage or in getting a home appraisal

QUESTIONS? Or want to file a complaint of discrimination?

- Call us at 402-471-2024
- Specify if your question is in regards to
 - Housing
 - Employment
 - Public accommodations
 - Something else
- We can also potentially assist with training for you or your group, or assist you in finding the correct agency to assist if we are not the right place.