

The U.S. Equal Employment Opportunity Commission

EEOC DIRECTIVES TRANSMITTAL
 Number 915.003
 Date 5/10/98

SUBJECT: EEOC COMPLIANCE MANUAL

PURPOSE: This transmittal covers the issuance of Section 8 of the new Compliance Manual on "Retaliation". The section provides guidance and instructions for investigating and analyzing claims of retaliation under the statutes enforced by the EEOC.

EFFECTIVE DATE: Upon receipt.

DISTRIBUTION: EEOC Compliance Manual Holders

COPIES DATA: Section 614 of Compliance Manual, Volume 2

FILING INSTRUCTIONS: This is the first section issued as part of the new Compliance Manual. Section 614 of the existing Compliance Manual should be discarded.

/s/

 Paul H. Iganski
 Chairman

SECTION 8: RETALIATION

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EXHIBIT
145

614 Compliance Manual Retaliation Eeoc

Katrin Zwirgmaier

A red circular graphic with a gradient, appearing as a partial circle or a stylized arrow pointing to the right, located to the right of the author's name.

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EEOC Compliance Manual United States. Equal Employment Opportunity Commission, 1987 Employer EEO Responsibilities, 2002 Of statutory provisions enforced by the U S equal employment opportunity commission Overview the basic law of employment discrimination under Title VII of the Civil Rights Act Summary of major points Recent developments in disparate treatment theory EEOC revised enforcement guidance July 1992 Proving pretext EEOC enforcement guidance on St Mary s honro Center v Hicks April 1994 After acquired evidence EEOC enforcement guidance on McKennon v Nashville banner publishing co December 1995 Practical guidance on nondiscrimination in recruitment selection and hiring Non waivable employee rights under EEOC enforced statutes EEOC enforcement guidance April 1997 Policy statement on mandatory binding arbitration of employment discrimination disputes as a condition of employment EEOC enforcement guidance July 1997 Application of EEO laws to contingent workers placed by temporary employment agencies and other staffing firms EEOC enforcement guidance December 1997 Statutory defenses Threshold issues EEOC compliance manual Compensatory and punitive damages available under section 102 of the Civil Rights Act of 1991 EEOC enforcement guidance July 1992 Overview of EEOC charge processing Charge processing procedures flow chart EEOC alternative dispute resolution police statement July 1995 Description of EEOC s alternative dispute resolution program The federal state and local partnership Notice posting requirement EEOC recordkeeping requirements overview EEOC recordkeeping and reporting regulations under Title VII and the ADA 29 CFR Part 1602 EEOC procedural regulations 29 CFR Part 1601 EEOC district area and local offices **EEOC Compliance Manual** United States. Equal Employment Opportunity Commission. Office of Compliance, 1992 Includes EEOC s General Counsel manual *Official Reports of the Supreme Court* United States. Supreme Court, 2013 *Emptotee Dismissal Law and Practice* , **Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisor, June 18, 1999, (NOTICE).** , 2003 *Current Developments in Employment Law* , 2002 *Workplace Investigations* Diane M. Pfadenhauer, 2009 Harassment discrimination and other incidents of workplace misconduct require effective investigations to find the truth avoid legal consequences and to get the organization back on track In this book you will learn from the author s first hand experience Learn how to select the right lawyer the legal requirements of investigations how to stay objective under pressure specific policy issues you must consider how to handle difficult witnesses how to develop an investigation strategy and how to conclude the investigation and summarize your results Written by an attorney human resources expert who has conducted hundreds of investigations Sex Discrimination and Sexual Harassment in the Work Place Lawrence Solotoff, Henry S. Kramer, 2025-02-28 This book covers such topics as the FAMLA the development of sex discrimination and sexual harassment statutes glass ceiling and glass wall issues in professional and academic settings United States Reports United States. Supreme Court, 2012 **EEOC and the Laws it Enforces** United States, 1988 **West's Supreme Court Reporter** , 2009 *Annual Institute*

on Employment Law ,2001 **United States Report Volume 548** , *The Handbook of Fraud Deterrence* Harry Cendrowski,Louis W. Petro,James P. Martin,Adam A. Wadecki,2007-01-29 The Handbook of Fraud Deterrence encompasses the applicable professional standards and common applications for forensic accounting fraud deterrence and fraud investigation services It is the first book that explains fraud deterrence through internal control improvement within the structure of forensic accounting procedures *Overcoming the Past, Focusing on the Future* United States Commission on Civil Rights,2000 Understanding and Preventing Workplace Retaliation Patricia A. Wise,2000 *Prevent Workplace Harassment* Pamela Fagan,2002 Prevent Workplace Harassment Proven Policies that Keep Your Company Out of Court is the step by step guide for employers to evaluate possible harassment activity in the workplace With this invaluable resource you ll learn how to Understand The legal framework of harassment in the workplace Appreciate how harassment effects the bottom line in terms of employee retention creativity recruiting problem solving and marketing Educate and train management and workers Develop easy to implement policies and procedures Conduct complaint investigations Enforce anti harassment policy Take appropriate corrective action when necessary and more With your purchase you ll also receive the companion CD ROM free The CD provides a searchable version of the full text with downloadable files you can import to your word processing program and much more With vital forms checklists model policies and training tips Prevent Workplace Harassment helps you to ensure a safe and productive work environment and avoid the legal implications of workplace harassment **Technical Assistance Program** United States. Equal Employment Opportunity Commission,1993
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