

EEOC Doesn't Need Individual Charge to Launch Probe

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Carlton Fields labor and employment attorney and Core Triangle Consulting Vice President Rae Vann authored a *HR Daily Advisor* article titled, “EEOC Doesn’t Need Individual Charge to Launch Probe,” about the EEOC’s recent reminder of its ability to investigate a company without ever receiving a charge from an employee. The EEOC is authorized to issue a “commissioner charge” on its own behalf if it thinks an employer is engaging in discriminatory employment practices that violate the Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and the employment provisions of the Genetic Information Nondiscrimination Act (GINA). The resulting probe can be complex and costly to respond to. Vann shares several strategies to prevent this type of investigation, including training talent acquisition staff to avoid bias mistakes and missteps, making managers responsible for staff following the rules, and regularly reviewing policies and procedures. [Read the article.](#)

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