

IF YOUR RIGHTS ARE VIOLATED...

- Report harassment or discrimination to management.
- Contact FEPA/EEOC with questions or to file a charge. Our services are free. We will investigate your complaint and act to end any illegal behavior.

REMEMBER TO...

- Report illegal harassment and discrimination.
- Respect yourself and others in the workplace.
- Request accommodation for your religion or disability.
- Record how you were treated and how you treated others.



Eddie Baza Calvo
Governor

Ray Tenorio
Lt. Governor



Maria S. Connelley
Acting Director

FAIR EMPLOYMENT PRACTICE DIVISION

SCHOLASTICA "SALLY" RIVERA

Fair Employment Practice Officer/ FEPA Administrator

ALAN WANG

RSA/ FEPA Investigator

LORA DINNEY

Administrative Assistant

MARCELLINO LORENZO

Clerk

Fair Employment Practice Office
Suite 401, 4th Floor, GCIC Building
414 West Soledad Ave., Hagatna, GU 96910
Phone: (671) 300-4544 Fax: 475-6811

Emails:

scholastica.rivera@dol.guam.gov

alan.wang@dol.guam.gov

lora.dinney@dol.guam.gov

marcellino.lorenzo@dol.guam.gov

GDOL Website: <http://dol.guam.gov>

EEOC Website: www.eeoc.gov

Guam Department of Labor



FAIR

EMPLOYMENT

PRACTICE OFFICE

“enforces local and federal anti-discrimination laws....”

“protects all workers, regardless of citizenship or immigration status”

POLICY

The public policy of the territorial government of Guam is to protect and safeguard the civil rights of all individuals to seek, have access to, obtain and hold employment without discrimination because of race, religious creed, color, national origin, ancestry, physical handicap, medical condition, marital status, sex, and/or age. Employment practices should treat all individuals equally, evaluating each individual only on the basis of bona fide occupational qualification, unless pursuant to permissible defense as enumerated in the law.

OBJECTIVES

Assist private sector employers and employees on allegations of employment discrimination through discussions of infractions. Assist employers to know their legal responsibilities at the workplace to reduce or avoid any form of discrimination.

AUTHORITY

Executive Order Number 83-010 established the Fair Employment Practice Division within the Guam Department of Labor on April 1, 1983. Such authority vested in the Division is reiterated in Title 22, Guam Code Annotated, Division 1, Chapters 3 and 5.

Fair Employment Practice administers and enforces the provisions of Public Law 9-254, relative to unlawful employment practices, in addition to Title LX, Chapter II and Title XLII, Chapter IV of the Fair Labor Standards.

WORKSHARING AGREEMENT

HIGHLIGHTS:

- An Agreement executed since October 28, 2008, with Contract Number EECCN080145, between the U.S. Equal Employment Opportunity Commission (EEOC) and the Government of Guam.
- Designates Guam Department of Labor as Fair Employment Practice Agency (FEPA).
- FEPA has jurisdiction over allegations of discrimination filed against employers by employees within the Territory of Guam.
- Discrimination Charges filed at FEPA are dual filed with EEOC, Los Angeles District Office.
- EEOC and FEPA have authority to receive, initiate and investigate charges of discrimination filed against employers on the basis of race, sex, religion, national origin, color, age, disability, genetic information, and retaliation.
- EEOC and FEPA's roles in an investigation are to fairly and accurately evaluate the charge allegations in light of all the evidence obtained.

LAWS ENFORCED BY EEOC AND FEPA

1. *TITLE VII OF THE CIVIL RIGHTS ACT OF 1964*
2. *AGE DISCRIMINATION IN EMPLOYMENT ACT*
3. *EQUAL PAY ACT*
4. *AMERICANS WITH DISABILITIES ACT*
5. *GENETIC INFORMATION NON-DISCRIMINATION ACT*

KNOW YOUR RIGHTS

- You have the right to a workplace free of discrimination based on sex, race, skin color, national origin, religion, age (40 years and over), disability, genetic information, or pregnancy.
- You have the right to a workplace free of harassment, both verbal and physical.
- You have the right to report job discrimination without punishment.