

# GUAM DEPARTMENT OF LABOR

## U.S. EEOC Fair Employment Practice Agency

### **Reasons for Filing a Charge of Discrimination**

**Policy:** To protect and safeguard the civil rights of all individuals on Guam to seek, have access to, obtain and hold employment without discrimination because of race, religious creed, color, national origin, ancestry, physical handicap, medical condition, sex, and or age. Employment practices should treat all individuals equally, evaluating each individual only on the basis of bonafide occupational qualification, unless pursuant to permissible defense as enumerated in the law.

Sometimes employment practices are unfair, but not illegal. We can only address charges of illegal discrimination. This means that **the unfair treatment you claim to have received must have happened because of one or more of the following reasons:**

- 1. Your Race**
- 2. Your Color**
- 3. Your Sex** (*includes Pregnancy*)
- 4. Your National Origin** (*or Ancestry*)
- 5. Your Religious Beliefs**
- 6. Your Age** (*if you are age 40 or over*)
- 7. Your Disability**
- 8. Your Genetic Information**
- 9. Retaliation\***

**\*Retaliation** because of the following reason(s):

- a. You opposed an act violating one of the statutes enforced by the U.S. Equal Employment Opportunity Commission (EEOC) and Government of Guam/ Department of Labor, a Fair Employment Practice Agency (FEPA).
- b. You filed a complaint; or you testified, assisted, or participated in an investigation, proceeding, or hearing, concerning prohibited discrimination, conducted by the U.S. EEOC and or the EPA.
- c. You requested a reasonable accommodation (religion or disability).
- d. You associated with someone protected by one of the laws enforced by the U.S. EEOC and the FEPA.

UNFAIR TREATMENT THAT IS NOT DUE TO ONE OR MORE OF THE ABOVE REASONS  
IS NOT HANDLED BY THE FAIR EMPLOYMENT PRACTICE OFFICE,  
GUAM DEPARTMENT OF LABOR.

PROTECTION COVERS ALL WORKERS, REGARDLESS OF CITIZENSHIP OR  
IMMIGRATION STATUS.

IF YOU BELIEVE THAT THE ACTION TAKEN AGAINST YOU WAS BASED ON ONE OR  
MORE OF THE ABOVE REASONS PLEASE COMPLETE AN INTAKE QUESTIONNAIRE.  
ALL INFORMATION YOU PROVIDE ARE STRICTLY CONFIDENTIAL.

**SUBMIT COMPLETED INTAKE QUESTIONNAIRE TO:**

**Guam Department of Labor  
Fair Employment Practice Office**

Suite 401, GCIC Building  
414 West Soledad Avenue  
Hagatna, Guam 96910

**TELEPHONE:** (671) 300-4544

**FAX:** (671) 475-6811

**WEBSITE:** [dol.guam.gov](http://dol.guam.gov) or  
[dol.guam.gov/compliance/fepa/](http://dol.guam.gov/compliance/fepa/)

**STAFF:**

Jeffrey Sablan “Jeff”  
(Fair Employment Practice Officer / FEPA Administrator)

Alan Wang  
RSA/FEPA Investigator

Lora Dinney  
Administrative Assistant

Don Lastimoza  
General Office Clerk / Intake Coordinator