

HR Brief

Human Resources tips brought to you by
Burnham Benefit Advisors

January 2018

Online Portal for Employment Discrimination Claims

The Equal Employment Opportunity Commission (EEOC) has launched a new online tool intended to make it easier for employees to initiate employment discrimination claims against their employers.

The [EEOC Public Portal](#) allows individuals to obtain EEOC services, file charges against employers and monitor their claims through the internet.

For Employers

Employers subject to federal anti-discrimination laws should be aware of the new portal because it may increase the likelihood of EEOC charges being filed. The best way for employers to guard against claims is to ensure that their employment policies comply with applicable legal requirements.

While most EEOC-enforced laws apply only to employers with 15, 20 or more employees, virtually all employers are subject to at least one of the laws, such as the Equal Pay Act.

Portal Features

In addition to facilitating online inquiries and requests for interviews, the EEOC Public Portal allows for the following:

- Engaging in pre-charge interviews and counseling with EEOC agents via webcams and teleconferencing
- Inputting the data required for a charge of discrimination against an employer
- Directing the EEOC to prepare a formal charge against an employer
- Reviewing, digitally signing and filing a formal charge that has been prepared by the EEOC

When a charge is filed against an employer, the EEOC will send a notice that directs the employer to a separate online system called the [EEOC Respondent Portal](#), which allows employers to view a filed charge, file a response, communicate with the EEOC and upload documents related to the charge.

For more information about how the Public Portal can affect your business and its employees, visit [eEOC.gov](#).

DID YOU KNOW?

Gallup's 2017 State of the American Workplace report shows that 51 percent of employed adults are searching for new job opportunities. Moreover, 47 percent believe now is the right time to find a worthwhile job.

If you do not have an employee retention strategy in place, now is the time to start. Contact Burnham Benefit Advisors today to discuss the retention resources available to you.

Senate Tax Bill Repercussions

UPDATE: This tax bill was signed into law in late December.

Beyond the proposed tax cuts for affluent Americans, here are some areas affected by the bill that may impact your business:

- The individual mandate
- Retirement plans
- Tuition benefits
- Dependent care flexible spending accounts
- Paid leave credits
- Defined benefit pensions

Since this legislation must still be reconciled, aspects may change in the near future.

Contact Burnham Benefit Advisors for more information on how this bill may affect your organization.

BURNHAM
BENEFIT ADVISORS

ESTABLISHED 1977