



# Columbia-Brazoria Independent School District

Box 158, West Columbia, TX 77486 ★ 979.345.5147 ★ fax 979.345.4890 ★ [www.cbisd.com](http://www.cbisd.com)

## EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

### Who May File a Complaint

Employees, former employees, or applicants for employment have a right to file an EEO complaint under various federal laws, if they believe they have been discriminated against on the basis of:

- ▶ Protected genetic information
- ▶ Retaliation for EEO activity
- ▶ Sexual Orientation
- ▶ Political Affiliation
- ▶ Marital Status
- ▶ Status as a Parent
- ▶ Race
- ▶ Color
- ▶ Religion
- ▶ Sex
- ▶ National Origin
- ▶ Age (40 +)
- ▶ Disability

### When to File a Complaint:

Within 45 calendar days of the date of the matter alleged to be discriminatory or, in the case of a personnel action, within 45 days of the effective date of the action.

### How to File a Complaint:

Information on how to file an EEO complaint or to identify an EEO Counselor can be found on the Office of Civil Rights Website:

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

## Catch the Challenge! Learn for Life!

All schools fully accredited by the Texas Education Agency

Columbia-Brazoria ISD is an Equal Opportunity Employer.