



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Milwaukee Area Office

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TTY: (414) 297-1115
FAX : (414) 297-4133 & 3146
Website: www.eeoc.gov

NOTICE TO CHARGING PARTY

YOUR CHARGE WAS DUAL-FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) TO PRESERVE YOUR RIGHT TO SUE IN COURT UNDER FEDERAL LAW.

Your charge with the IOWA CIVIL RIGHTS COMMISSION has also been filed with the EEOC under one or more of the following federal employment discrimination laws: Title VII of the Civil Rights Act of 1964 (Title VII); the Age Discrimination in Employment Act (ADEA); the Americans with Disabilities Act (ADA); the Equal Pay Act (EPA); or the Genetic Information Nondiscrimination Act (GINA).

Please cooperate with the IOWA CIVIL RIGHTS COMMISSION as they process this charge. The EEOC will not act on the charge until the IOWA CIVIL RIGHTS COMMISSION completes its proceedings. Their final findings and orders may be adopted by the EEOC. They will investigate and resolve the charge under their statute. Under section 1601.76 of the EEOC's regulations, you may ask the EEOC to perform a Substantial Weight Review of their final finding. To obtain this review, a written request must be made to this office within 15 days of receipt of the IOWA CIVIL RIGHTS COMMISSION's final finding on your charge. Otherwise, the EEOC will general adopt their finding.

If you wish to file a private lawsuit:

Under Title VII, the ADA and GINA, the EEOC must issue a Notice of Right to Sue, either at your request or after the EEOC acts on the IOWA CIVIL RIGHTS COMMISSION's finding, before you may file a private lawsuit.

A private ADEA lawsuit may be filed at any time 60 days after you filed your charge. There is no need to wait for the EEOC or the IOWA CIVIL RIGHTS COMMISSION to complete action before filing suit. However, please note that the right to sue will expire 90 days after you receive notice from the EEOC that we have completed action on the charge.

An EPA lawsuit may be brought immediately without for the EEOC or the IOWA CIVIL RIGHTS COMMISSION to complete action on the charge. EPA suits must be brought within two years (three years in cases of willful violations) of any alleged underpayment.

While your charge is pending, please notify the EEOC and the IOWA CIVIL RIGHTS COMMISSION of any change in your address, or where you can be reached if you have any prolonged absence from home. Your cooperation in this matter is essential.