

Complaint Process

Individuals may file complaints with the Nebraska Equal Opportunity Commission (NEOC) when they feel that they have been discriminated against in the areas of:

- Employment, relative to the denial of employment, dismissal from employment or unequal treatment on the job;
- Housing, relative to the refusal to show, sell or rent housing and to unequal treatment in the terms, conditions of privileges of sale of rental of a dwelling; or
- Public Accommodations, relative to the refusal, denial or withholding of any accommodations, facilities, services, or privileges.

In cases where Federal law also applies, these charges may be also filed with the appropriate Federal agency (the U.S. Equal Employment Opportunity Commission or the U.S. Department of Housing and Urban Development) at the time when the original charge is taken. This brochure is intended to provide a step-by-step guide to the NEOC's process in handling these charges.

1. FILING

Filing is the first step in the complaint process. Persons who believe they have been discriminated against, should contact the NEOC as soon as possible following the alleged discrimination. If too much time elapses between the alleged harm and the filing of the charge, the NEOC will not have jurisdiction to investigate the charge.

People calling the NEOC to file a charge of discrimination will be referred to the agency's intake interviewers to set up an appointment. These staff members are trained to assist potential complainants in discerning whether particular alleged harms would be covered under the laws which the NEOC enforces.

During this interview the intake interviewer will explain the relevant laws which the NEOC enforces and talk with the complainant about the law's relation to the alleged harm. If the complainant chooses to file a charge, the intake interviewer will prepare a formal charge of discrimination which the complainant must sign and have notarized.

2. SERVICE

Service is the next step in the complaint process. Once the charge is filed (signed by the complainant), the NEOC must serve this charge on the respondent within 10 days. Respondents have 30 days from the day they receive the charge of discrimination to prepare their response and produce the documents requested at the time of service. A 30-day extension to this response time for employment cases will be granted only for good cause.

At this time, both the complainant and the respondent will be offered an opportunity to participate in a pre-determination settlement (PDS) process. If both parties agree, the case will be immediately assigned to an investigator who will facilitate settlement discussions.

If either of both parties decline participation in the PDS process or if an attempted PDS fails, the case file will be placed in the NEOC's repository to await assignment for investigation.

3. INVESTIGATION

Investigation is the next step in the complaint process. The Commission determines the appropriate level of investigation in each case. Both parties to the complaint will be notified in writing when the case is assigned to an investigator. The investigator will request information and documentation from both parties. Complainant and respondent witnesses may be interviewed. When necessary, an on-site visit will be conducted at the respondent's actual location to gain first-hand knowledge of job duties, processes and practices. Both the complainant and the respondent will be full parties to the investigation. The investigator will share with both parties, the information given by the other, for the purpose of clarification/verification. Each party will be given a chance to respond to the information provided by the other party and to give the investigator evidence to support their position.

4. CONCLUSION

Conclusion of the investigation is important. The investigator will review the allegations and the evidence gathered from the Complainant. The investigator will also inform the Respondent of the completion of the investigation and offer them an opportunity to furnish additional relevant evidence. The purpose of the final meeting, called a "pre-determination interview," is to ensure that each party is given a chance to understand what has transpired, what has been found and what, if anything, either party believes should be looked into further.

5. Determination

is the final stage. The decision is made by the Executive Director in cases of employment discrimination other than age or equal pay complaints. The Commissioners make the decision by majority vote in all other cases. The commissioners meet once a month at different locations throughout the state.

It is important to know that neither the intake interviewer nor the investigator makes the actual decision on the case. Only the Commissioners or the Executive Director can render such a decision.

Both parties will receive a Formal Determination letter from the Commission which explains the decision that has been rendered and what subsequent actions, if any, will be or should be taken.

RETALIATION

Nebraska law requires that individuals who file a complaint, testify, assist or otherwise oppose unlawful discrimination not be retaliated against

Employment and Pregnancy Discrimination

Pregnancy Discrimination

Discrimination on the basis of pregnancy is prohibited by the Pregnancy Discrimination Act of 1978. This Act prohibits discrimination against women because of past, present and potential pregnancies. Because millions of women combine their careers with marriage and children, it is important for employers and employees to know their rights. Below is a description of benefits covered by the Pregnancy Discrimination Act.

- The Pregnancy Discrimination Act applies to all companies employing at least 15 people.
- Employers are required to treat pregnancy, childbirth and other related conditions in the same manner they treat medical conditions for other employees.
- The Pregnancy Discrimination Act covers all areas of employment including hiring, promotion, firing, seniority rights and fringe benefits such as sick leave and health insurance.
- It is illegal for a woman to be fired, refused a job or refused promotion because she is pregnant or has had an abortion.

Sick Leave and Disability

- Employers must treat able-bodied pregnant in the same manner they treat other able-bodied workers.
- Pregnant women are entitled to re-employment when they are able to return to work on the same basis as other temporarily disabled employees.
- If a pregnant employee is unable to perform some functions of her job, she must be treated in the same manner as other temporarily disabled employees, such as providing modified tasks, alternative assignments and disability leave.
- A woman unable to perform modified tasks during pregnancy or who becomes temporarily disabled during childbirth is entitled to the same rights as other temporarily disabled workers. This includes the use of accumulated sick pay, receiving disability and health insurance benefits and returning to work upon recovery.
- An employee must provide the use of sick leave or disability medical benefits in order to prepare for childbirth only if benefits are provided for other employees anticipating some kind of disability.

Medical Costs

- The cost of maternity care, including prenatal, delivery, and postnatal care must be covered in employer sponsored health care plans on the same basis as other medical expenses.
- If an employer provides his/her employees with a choice of several health insurance plans, pregnancy coverage must be offered in all of his plans.

- If pregnancy benefits are provided, they cannot be limited to married women only.
- If the employer provides insurance for the medical expenses of spouses, it must also cover the medical expenses of the spouse's pregnancy-related conditions. This level of coverage does not have to equal the level of coverage for employees.

It Is Illegal For Employer-Provided Health Insurance Plans To:

- Exempt pregnancy from major medical coverage.
- Exempt pregnancy coverage from nonfamily plans.
- Include deductibles for childbirth when there are none for other medical procedures.

Abortion Benefits

- Employers are required to pay health insurance benefits for abortions only when the life of the mother would be endangered if the pregnancy were continued or when medical complications have arisen from an abortion. Employers are not precluded, however, from providing abortion coverage in non-life-endangering situations if he/she so chooses.
- An employer must provide the use of sick leave or disability medical benefits for absences which may be related to an abortion which may be related to an abortion only if medical benefits are provided for other employees.
- Employers may not refuse to hire or promote a woman because she has had an abortion.

Family And Medical Leave Act

The Family and Medical Leave Act (FMLA) provides added protection. It went into effect on August 5, 1993.

If your doctor or health-care provider says you are sick and unable to work during pregnancy, you may be able to get up to 12 weeks off without pay under FMLA. You are also allowed time off for childbirth, adoption and to care for a sick child or family member.

If you take time off under FMLA, you have the right to the same job or a job with equal pay and benefits when you return to work.

Minimum Wage in Nebraska

Effective January 1, 2016

\$9.00 per Hour

Notice to Employees

Except as provided below, every employer of four or more persons at any one time shall pay its employees a minimum wage of nine dollars per hour.

- If the employee is compensated by way of gratuities, the employer shall pay wages at the minimum rate of two dollars and thirteen cents per hour, plus all gratuities given to them for services rendered. The sum of wages and gratuities received by each person compensated by way of gratuities shall equal or exceed nine per hour.
- Any employer employing student-learners as part of a bona fide vocational training program shall pay such student-learners' wages at a rate of at least seventy-five percent of the minimum wage rate.
- An employer may pay a new employee younger than 20 who is not a seasonal or migrant worker, a training wage of at least seventy-five percent of the federal minimum wage for ninety days from the date the new employee was hired, subject to the terms and conditions described in Neb. Rev. Stat. §48-1203.01.

48-1202. For purposes of the Wage and Hour Act, unless the context otherwise requires:

1. Employ shall include to permit to work;
2. Employer shall include any individual, partnership, limited liability company, association, corporation, business trust, legal representative, or organized group of persons employing four or more employees at any one time except for seasonal employment of not more than twenty weeks in any calendar year, acting directly or indirectly in the interest of an employer in relation to an employee, but shall not include the United States, the state, or any political subdivision thereof;
3. Employee shall include any individual employed by any employer but shall not include:
 - a. Any individual employed in agriculture;
 - b. Any individual employed as a baby-sitter in or about a private home;
 - c. Any individual employed in a bona fide executive, administrative, or professional capacity or as a superintendent or supervisor;
 - d. Any individual employed by the United States or by the state or any political subdivision thereof;
 - e. Any individual engaged in the activities of an educational, charitable, religious, or nonprofit organization when the employer-employee relationship does not in fact exist or when the services rendered to such organization are on a voluntary basis;
 - f. Apprentices and learners otherwise provided by law;
 - g. Veterans in training under supervision of the United States Department of Veterans Affairs;
 - h. A child in the employment of his or her parent or a parent in the employment of his or her child; or
 - i. Any person who, directly or indirectly, is receiving any form of federal, state, county, or local aid or welfare and who is physically or mentally disabled and employed in a program of rehabilitation, who shall receive a wage at a level consistent with his or her health, efficiency, and general well-being;
4. Occupational classification shall mean a classification established by the Dictionary of Occupational Titles prepared by the United States Department of Labor; and
5. Wages shall mean all remuneration for personal services, including commissions and bonuses and the cash value of all remunerations in any medium other than cash.

NEBRASKA

Good Life. Great Connections.

DEPARTMENT OF LABOR

**For further information regarding the Nebraska Wage and Hour Act,
contact the Nebraska Department of Labor**

PHONE 402-471-2239

Updated: 10/5/2016

Minimum Wage in Nebraska

Effective January 1, 2016

\$9.00 per Hour

Notice to Employees

Except as provided below, every employer of four or more persons at any one time shall pay its employees a minimum wage of nine dollars per hour.

- If the employee is compensated by way of gratuities, the employer shall pay wages at the minimum rate of two dollars and thirteen cents per hour, plus all gratuities given to them for services rendered. The sum of wages and gratuities received by each person compensated by way of gratuities shall equal or exceed nine per hour.
- Any employer employing student-learners as part of a bona fide vocational training program shall pay such student-learners' wages at a rate of at least seventy-five percent of the minimum wage rate.
- An employer may pay a new employee younger than 20 who is not a seasonal or migrant worker, a training wage of at least seventy-five percent of the federal minimum wage for ninety days from the date the new employee was hired, subject to the terms and conditions described in Neb. Rev. Stat. §48-1203.01.

48-1202. For purposes of the Wage and Hour Act, unless the context otherwise requires:

1. Employ shall include to permit to work;
2. Employer shall include any individual, partnership, limited liability company, association, corporation, business trust, legal representative, or organized group of persons employing four or more employees at any one time except for seasonal employment of not more than twenty weeks in any calendar year, acting directly or indirectly in the interest of an employer in relation to an employee, but shall not include the United States, the state, or any political subdivision thereof;
3. Employee shall include any individual employed by any employer but shall not include:
 - a. Any individual employed in agriculture;
 - b. Any individual employed as a baby-sitter in or about a private home;
 - c. Any individual employed in a bona fide executive, administrative, or professional capacity or as a superintendent or supervisor;
 - d. Any individual employed by the United States or by the state or any political subdivision thereof;
 - e. Any individual engaged in the activities of an educational, charitable, religious, or nonprofit organization when the employer-employee relationship does not in fact exist or when the services rendered to such organization are on a voluntary basis;
 - f. Apprentices and learners otherwise provided by law;
 - g. Veterans in training under supervision of the United States Department of Veterans Affairs;
 - h. A child in the employment of his or her parent or a parent in the employment of his or her child; or
 - i. Any person who, directly or indirectly, is receiving any form of federal, state, county, or local aid or welfare and who is physically or mentally disabled and employed in a program of rehabilitation, who shall receive a wage at a level consistent with his or her health, efficiency, and general well-being;
4. Occupational classification shall mean a classification established by the Dictionary of Occupational Titles prepared by the United States Department of Labor; and
5. Wages shall mean all remuneration for personal services, including commissions and bonuses and the cash value of all remunerations in any medium other than cash.

NEBRASKA

Good Life. Great Connections.

DEPARTMENT OF LABOR

**For further information regarding the Nebraska Wage and Hour Act,
contact the Nebraska Department of Labor**

PHONE 402-471-2239

Updated: 10/5/2016

Salario Mínimo en Nebraska

Efectivo a partir del 1 de enero de 2016

\$9.00 por Hora

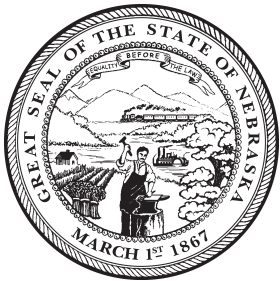
Aviso a los empleados

Excepto como se describe a continuación, cada empleador que emplea a cuatro o más personas a la vez, debe pagar a sus empleados un salario mínimo de nueve dólares por hora.

- Si el empleado es compensado a través de propinas, el empleador debe pagar salarios mínimos de dos dólares con trece centavos por hora, más todas las propinas que se les han dado por los servicios prestados. La suma de los salarios y propinas recibidas por cada persona compensada a través de propinas, debe igualar o exceder nueve dólares por hora.
- Todo empleador que emplea estudiantes-aprendices como parte de un programa de formación profesional “bona fide”, debe pagar salarios a tales estudiantes-aprendices de al menos setenta y cinco por ciento de los salarios mínimos.
- Un empleador puede pagar a un empleado nuevo menor de 20 años, quien no es un trabajador migrante o por temporada, un salario de entrenamiento de al menos setenta y cinco por ciento de los salarios mínimos federales, por 90 días desde el día en que el empleado nuevo fue contratado, sujeto a los términos y condiciones descritas en el Estatuto Revisado de Nebraska §48-1203.01.

48-1202. Para los propósitos de la Ley de Horas y Salarios (Wage and Hour Act), a menos que el contexto requiera de otra manera:

1. Emplear incluirá permitir trabajar;
2. Empleador incluirá cualquier individuo, consorcio, empresa de responsabilidad limitada, asociación, corporación, entidad fiduciaria, representante legal o grupo organizado de personas que emplea a cuatro o más empleados a la vez, excepto empleo por temporada de no más de veinte semanas en cualquier año natural, que actúa de forma directa o indirecta en los intereses de el empleador con relación al empleado, pero no incluirá a los Estados Unidos, el estado o ninguna subdivision política a tal efecto;
3. Empleado incluirá cualquier individuo empleado por cualquier empleador, pero no incluirá:
 - a. Cualquier individuo empleado en la agricultura;
 - b. Cualquier individuo empleado como niñera(o) en o cerca de una casa privada;
 - c. Cualquier individuo empleado en una capacidad ejecutiva, administrativa o professional “bona fide” o como superintendente o supervisor;
 - d. Cualquier individuo empleado para los Estados Unidos o para el estado o cualquier subdivision política a tal efecto;
 - e. Cualquier individuo involucrado en las actividades de una organización educacional, de caridad, religiosa o sin fines de lucro, cuando la relación empleador-empleado en hecho no existe o cuando los servicios prestados a tal organización fueron en base voluntaria;
 - f. Aprendices de otra manera cubiertos por la ley
 - g. Veteranos en entrenamiento bajo la supervisión del Departamento de Asuntos de los Veteranos de los Estados Unidos;
 - h. Un menor de edad empleado por su madre o padre, o un padre o madre empleado por su hijo o hija; o
 - i. Cualquier persona que directa o indirectamente está recibiendo cualquier forma de ayuda federal, estatal, del condado o local, o prestaciones sociales y es una persona con discapacidades físicas o mentales y está empleada(o) en un programa de rehabilitación, quien debe recibir un salario a un nivel consistente con su salud, eficiencia y bienestar general;
4. Se entenderá por clasificación ocupacional una clasificación establecida por el Diccionario de Títulos Ocupacionales preparado por el Departamento de Trabajo de Los Estados Unidos; y
5. Se entenderá por salarios toda remuneración por servicios personales, incluyendo comisiones y bonos y el valor monetario de todas las remuneraciones por cualquier medio distinto a dinero en efectivo.



STATE OF NEBRASKA

EQUAL OPPORTUNITY COMMISSION



NOTICE TO Job Applicants, Employees, Employers, Labor Unions,
Employment Agencies, Landlords, Tenants, Proprietors, Public:

DISCRIMINATION IN

★ EMPLOYMENT ★ ★ HOUSING ★ PUBLIC ACCOMMODATIONS ★ IS PROHIBITED BY STATE LAW

Unlawful Employment Practices

It is illegal for an employer to discriminate against you because of your **Race, Color, Sex, Pregnancy, National Origin, Marital Status, Disability, Religion** and/or **Age (40-years-old and over)**. Discrimination may occur in such areas as *Hiring, Promotions, Transfers, Lay-offs, Discipline and Termination, Compensation and Benefits, Training, Other Terms or Conditions of Employment, or Sexual Harassment*. The Nebraska Equal Opportunity Commission is authorized to investigate allegations of discrimination under the Fair Employment Practices Act and the Equal Pay Act of Nebraska, both of which covers employers with 15 or more employees; and the Nebraska Age Discrimination in Employment Act, which covers employers with 20 or more employees. Labor Organizations, Employment Agencies, Apprenticeship and Training Programs are all covered by the law.

Authority: Sections 48-1001 through 48-1009; Sections 48-1101 through 48-1125; Sections 48-1219 through 1227, R.R.S. Nebraska, 1943.

Public Accommodations and Housing Discrimination

The Nebraska Fair Housing Act prohibits *unlawful housing practices* which includes discrimination because of **Race, Color, Religion, National Origin, Sex, Disability and Familial Status** in *Purchases, Sales, Rentals, Loans, Publishing, Representation, Inquiry, Listings, Discharge, or Demotion of Agents or Employees* in obedience to the law, blockbusting and other such actions.

Authority: Sections 20-301 through 20-344, R.R.S. Nebraska, 1943.

The Nebraska Civil Rights Act of 1969—*Public Accommodation* prohibits discrimination because of **Race, Color, Religion, Sex, National Origin, or Ancestry** in *Services, Privileges, Facilities, Advantages and Accommodations by all Public Places and Businesses* offering the same. Private establishments, etc. must meet the exceptions as set out in the law.

Authority: Sections 20-132 through 20-143, R.R.S. Nebraska, 1943.

Protection From Retaliation

The Laws enforced by the Nebraska Equal Opportunity Commission prohibit an employer, landlord, or others subject to the laws from engaging in any form of retaliation because you have filed a charge of discrimination, opposed a practice made illegal by these laws, or acted as a witness in any investigation or hearing conducted by the Commission. In addition, the Fair Employment Practices Act makes it illegal for an employer to engage in any retaliation because a person has opposed any illegal practice or refused to carry out any action that is illegal under the laws of the State of Nebraska or the United States.

- **COMPLAINTS:** The Nebraska EOC will investigate every complaint in an impartial manner, without cost to you and without publicity. If there is reasonable cause to believe that the law was violated, the Nebraska EOC will hold a conciliation conference. In case of failure to settle or resolve a charge by conference, mediation, conciliation, arbitration or persuasion, a public hearing or litigation may occur.
- **EMPLOYERS, EMPLOYMENT AGENCIES, UNIONS, LANDLORDS, LENDERS, REAL ESTATE OFFICES, PROPRIETORS, PUBLIC, ETC:** You may call on the Nebraska EOC for information on procedures, advice on policy problems, literature, reading lists, films, speakers service, and aid in educational programming.

For Information or Assistance, Please Write, Call, or Come to:

Main Office
Equal Opportunity Commission
301 Centennial Mall South, 5th Floor
P.O. Box 94934
Lincoln, Nebraska 68509-4934
Telephone (402) 471-2024
1-800-642-6112

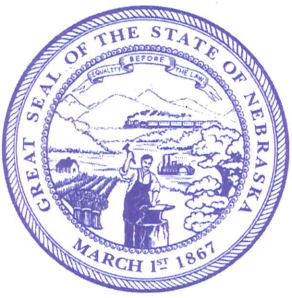
Branch Office
Panhandle Office Complex
4500 Avenue 'I'
P.O. Box 1500
Scottsbluff, Nebraska 69363-1500
Telephone (308) 632-1340
1-800-830-8633

Branch Office
1313 Farnam on-the-Mall
Omaha, Nebraska 68102-1836
Telephone (402) 595-2028
1-800-382-7820

www.neoc.ne.gov

- THIS NOTICE MUST BE POSTED in conspicuous, well lighted places—e.g., hiring offices, employee bulletin boards, employment agency waiting rooms, union hall—which are frequented by employees, job seekers, or applicants for union membership. Firms and organizations that have more than one such office, plant or posting place, should request extra copies of this notice. For information on exceptions write to Nebraska EOC. This document satisfies the requirements for posting pursuant to the laws administered by the NEOC.

This Commission Investigates Unlawful Discrimination Complaints Filed
Anywhere In The State Of Nebraska: At No Cost To The Person Making The Complaint



ESTADO DE NEBRASKA

COMISIÓN DE IGUALDAD DE OPORTUNIDADES



Aviso a los solicitantes de empleo, a los Empleados, Empleadores, Sindicatos, Agencias de empleos, Arrendadores, Arrendatarios, Propietarios y al Público:

LA DISCRIMINACIÓN EN

★ EMPLEOS ★ VIVIENDA ★ ALOJAMIENTOS PÚBLICOS ★ ESTÁ PROHIBIDA POR LA LEY

Prácticas Ilegales de Empleo

Es ilegal que un empleador discrimine en contra de usted por su **Raza, Color, Sexo, Embarazo, Origen Nacional, Estado Civil, Discapacidad, Religión y/o Edad (40 años de edad o más)**. La discriminación puede ocurrir en áreas tales como en la *Contratación, los Ascensos, los Traslados, los Paros Involuntarios, la Disciplina y los Despidos, las Compensaciones y los Beneficios, Entrenamiento, Otros Términos o Condiciones de Empleo, o el Acoso Sexual*. La Comisión de la Igualdad de Oportunidades de Nebraska está autorizada a investigar alegaciones de discriminación de acuerdo con el Acta de Prácticas Justas de Empleo y el Acta de Pago Igual de Nebraska, ambas cubriendo a empleadores de 15 o más empleados; y el Acta de Discriminación en el Empleo por Causa de Edad en Nebraska, la cual cubre a empleadores con 20 ó más empleados. Las Organizaciones Laborales, Agencias de Empleo, y Programas de Aprendizaje y Entrenamiento, están todas cubiertas por la Ley.

Autoridad: Secciones 48-1001 a 48-1009; Secciones 48-1101 a 48-1125; Secciones 48-1219 a 1227, R.R.S. Nebraska, 1943.

Discriminación en Alojamiento Públicos y Vivienda

El Acta de Vivienda Justa en Nebraska prohíbe las *prácticas ilegales de vivienda* que incluyen discriminación por **Raza, Color, Religión, Origen Nacional, Sexo, Discapacidad y Estado Familiar** en la *Compra, Venta, Alquiler, Préstamos, la Publicación, Representación, al hacer Preguntas, Listas, el Despido o Degradación de Agentes o Empleados* que apliquen la Ley, promover temor de que el valor de las propiedades van a disminuir y acciones similares.

Autoridad: Secciones 20-301 a 20-344, R.R.S. Nebraska, 1943.

El Acta de Derechos Civiles de Nebraska, de 1969 – *Alojamientos Públicos* prohíbe la discriminación por su **Raza, Color, Religión, Sexo, Origen Nacional o Ascendencia** en los *Servicios, Privilegios, Facilidades, Ventajas y Alojamientos* en todos los *Lugares Públicos y Negocios* que los ofrezcan. Los establecimientos privados deben cumplir con las excepciones fijadas en la Ley.

Autoridad: Secciones 20-132 a 20-143, R.R.S. Nebraska, 1943.

Protección contra las Represalias

Las leyes que son aplicadas por La Comisión de la Igualdad de Oportunidades de Nebraska le prohíben al empleador, arrendador o a otros que deben cumplir con las Leyes el participar en cualquier forma de represalia causada porque usted haya presentado una queja de discriminación, se haya opuesto a una práctica que es ilegal de acuerdo con estas Leyes, o por haber servido como testigo en cualquier investigación o audiencia realizada por la Comisión.

Además, el Acta de Prácticas Justas de Empleo hace ilegal que un empleador participe en cualquier forma de represalia porque una persona se haya opuesto a alguna práctica ilegal o se haya rehusado a llevar a cabo cualquier acción que sea ilegal bajo las leyes del Estado de Nebraska o de los Estados Unidos.

- **QUEJAS:** La EOC de Nebraska, investigará cada queja de manera imparcial, sin costo a usted y sin publicidad. Si hay causa razonable para creer que la Ley ha sido violada, la EOC de Nebraska realizará una conferencia de conciliación. En caso de que no se resuelve la queja por medio de la conferencia, mediación, conciliación, arbitraje o persuasión, es posible que se lleve a cabo una audiencia pública o litigación.
- **LOS EMPLEADORES, LAS AGENCIAS DE EMPLEOS, LOS SINDICATOS, LOS ARRENDADORES, PRESTAMISTAS, OFICINAS DE BIENES RAICES, PROPIETARIOS, EL PÚBLICO, ETC.:** Usted puede llamarle a Nebraska EOC para información acerca de los procedimientos, consejos para problemas con la política, material y listas de lectura, películas, servicios de oradores, y ayuda con programas educativos.

Para información o Asistencia, Por Favor Escriba, Llame o Venga a:

Oficina Principal
Equal Opportunity Commission
301 Centennial Mall South, 5th Floor
P.O. Box 94934
Lincoln, Nebraska 68509-4934
Teléfono (402) 471-2024
1-800-642-6112

Sucursal
Panhandle Office Complex
4500 Avenue 'I'
P.O. Box 1500
Scottsbluff, Nebraska 69363-1500
Teléfono (308) 632-1340
1-800-830-8633

Sucursal
1313 Farnam on-the-Mall
Omaha, Nebraska 68102-1836
Teléfono (402) 595-2028
1-800-382-7820
www.neoc.ne.gov

- **ESTE AVISO DEBE SER FIJADO** en un lugar visible y bien alumbrado, por ejemplo: oficinas de empleo, pizarras de boletines para los empleados, salas de espera en las oficinas de empleos, salas de sindicatos que son frecuentadas por los empleados, solicitantes de empleo, o solicitantes de membresía en los sindicatos. Las empresas y organizaciones que tienen más de una de dichas oficinas, plantas o lugares para fijar anuncios, deben pedir copias adicionales de esta oficina. Para información de las excepciones escriba a Nebraska EOC. Este documento cumple con los requisitos para fijar los avisos, según las Leyes administradas por la NEOC.

Esta Comisión Investiga las Quejas de Discriminación Ilegal Presentadas en Cualquier Parte del Estado de Nebraska: Sin Costo Alguno para la Persona que Presente la Queja