

# EQUAL EMPLOYMENT OPPORTUNITY (EEO)

A review of federal & state laws, and RCUH policy

The purpose of this guide is to inform and remind RCUH employees and their supervisors that discrimination is **ILLEGAL** and **PROHIBITED** in the workplace.

## 1 DEFINITION

What is Equal Employment Opportunity?

Equal Employment Opportunity (EEO) is freedom from discrimination on the basis of protected classes, such as:

- Race
- Color
- Religion
- Sex
- Sexual Orientation
- National Origin
- Pregnancy
- Age (over 40)
- Arrest/Court record
- Disability
- Marital status
- Political beliefs
- Veteran status
- Genetic Information

RCUH abides by Title VII of the Civil Rights Act, which banned segregation on the grounds of race, religion, or national origin at all places of public accommodation; prohibited discrimination by employers; and resulted in the creation of the Equal Employment Opportunity Commission (EEOC), which enforces federal laws.

## 2 CHAPTER 378 HRS

What is the Hawai'i Employment Practices Law?

The Hawai'i Employment Practices Law is much more encompassing than federal guidelines. It includes barring discrimination against any individual due to his or her:

- Gender identity/expression
- Breastfeeding/Expressing milk
- Domestic/sexual violence victim status
- National Guard membership

### WHAT IS DISCRIMINATION?

Treating someone differently, or less favorably, on the basis of race, color, religion, sex, national origin, disability, age, or other legally-protected class

### IMPORTANT POINT!

This law requires employers to provide reasonable break time for nursing mothers (up to one year after birth) to express milk in a location shielded from view and free from intrusion by coworkers (not a restroom).



## 3

### RCUH Policy 3.110

RCUH is an equal opportunity/affirmative action employer.

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This policy applies to ALL phases of recruitment, selection, hiring, placement, transfer, and all other employment decisions affecting any employee/applicant.

## 4 HAWAII CIVIL RIGHTS COMMISSION

What does the Hawaii Civil Rights Commission do?

The Hawaii Civil Rights Commission (HCRC) is our state's version of the federal Equal Employment Opportunities Commission. This agency enforces state laws prohibiting discrimination in employment and public accommodations.

[LEARN MORE](#)

### QUESTIONS?

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### DID YOU KNOW...

In FY2017, HCRC received 562 discrimination complaints, 90% of which were employment-related. That's a little more than 2 complaints every work day or 46 complaints per month!