

# O C H R S



## **Press Release** *For Immediate Release*

**Contact:**  
Bradley Davidson, SPHR  
Vice-President, Public Relations  
(405) 621-5011  
[www.ochrs.org](http://www.ochrs.org)

\*Full Article Followed by Summary\*

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### **Preventing Employee Discrimination Preferable to Remediating Consequences**

March 27, 2003 - Oklahoma City – Preventing employee discrimination in the first place is preferable to remediating the consequences of discrimination, says the Equal Employment Opportunity Commission (EEOC). Human Resource professionals agree. The Oklahoma City Human Resource Society's (OCHRS) March meeting held today featured speaker Donald Stevens, EEOC Enforcement Supervisor for Oklahoma.

“As HR professionals and business leaders work to leverage inclusion and diversity in our organizations, Don’s insights were timely and helpful,” said Brad Davidson, OCHRS’s Vice President of Public Relations. Stevens’ discussion included an overview of the guiding principles of the EEOC, the charge process, as well as the mediation and settlement process.

The Oklahoma City Human Resource Society is an organization dedicated to the development of Human Resource Professionals in the Oklahoma City Area. OCHRS offers programs to keep HR professionals on the cutting edge of management practices and business trends affecting the labor force. Individuals interested in joining OCHRS may learn more and download an application at [www.ochrs.org](http://www.ochrs.org). Applicants to OCHRS must be members of the Society for Human Resource Management (SHRM), the national Human Resource professional organization. Information about SHRM membership is available at [www.shrm.org](http://www.shrm.org).

The EEOC was created as part of the landmark Civil Rights Act of 1964. In addition to enforcing Title VII of that Act, which prohibits employment discrimination based on race, color, religion, sex (including sexual harassment or pregnancy) or national origin and protects employees who complain about such offenses from retaliation, the EEOC

# O C H R S



enforces the Age Discrimination in Employment Act of 1967, which protects workers age 40 and older from discrimination based on age; the Equal Pay Act of 1963, which prohibits gender-based wage discrimination; the Rehabilitation Act of 1973, which prohibits employment discrimination against people with disabilities in the federal sector; Title I of the Americans with Disabilities Act, which prohibits employment discrimination against people with disabilities in the private sector and state and local governments; and sections of the Civil Rights Act of 1991. Further information about the Commission is available on the agency's web site at [www.eeoc.gov](http://www.eeoc.gov).

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## Summary

- The EEOC and Human Resource professionals agree that preventing employee discrimination in the first place is preferable to remedying the consequences of discrimination.
- Today's Oklahoma City Human Resource Society (OCHRS) meeting featured guest speaker Donald Stevens, an investigator from the Equal Employment Opportunity Commission (EEOC).
- Stevens' speech focused on the guiding principles of the EEOC, the charge investigation process, as well as the mediation and settlement process.