



HR eNews - your connection to HR solutions!

Did You Know...

Over 26,000 claims of race discrimination were filed with the federal Equal Employment Opportunity Commission (EEOC) in 2005?

Employer Risks and Exposures

Last year the EEOC received more complaints of race discrimination than any other form of discrimination, accounting for 35.5% of the total complaints filed.

The EEOC released an updated section of their compliance manual in April that addresses workplace discrimination and harassment based on a person's race or color and subtle forms of discrimination. The manual states that employers cannot discriminate based on:

- A person's race or perceived race
- A person's race-linked characteristics, such as hair texture, color, or facial features
- Stereotypes as to the abilities, traits, or performance of people of certain racial groups

An applicant or employee who successfully files a race or color discrimination complaint against an employer can be awarded front pay, back pay, restored benefits, attorney's fees, and court costs. The EEOC recovered \$76.5 million in monetary benefits for claimants in 2005, not including monetary benefits obtained through litigation.

Avoiding Disaster

The EEOC's compliance manual lists several best practices to reduce the likelihood of workplace discrimination based on race or color. These best practices include, but are not limited to:

- Developing and enforcing EEO and anti-harassment policies
- Providing EEO and anti-harassment training to all employees and managers
- Documenting employment decisions and explaining the decisions to affected employees
- Obtaining a diversified pool of applicants for job openings

[Affirmative
Action Programs](#)

[Background
Checking](#)

[Drug and
Alcohol Testing
Policies](#)

[Employee
Handbooks](#)

[Employee and
Supervisory
Training](#)

[Hire By Design](#)

[HR Audits](#)

[Job Descriptions](#)

[Labor Relations](#)

[Managed
Separations](#)

[On-Site Director
of HR](#)

[Performance
Appraisal
Programs](#)

[Personnel
Forms](#)

[Public Sector
HR Consulting](#)

[Recruiting and
Hiring Programs](#)

[Safety Programs](#)

[Unemployment
Insurance
Claims and](#)

[Hearings](#)

[Wage & Salary](#)

[Workers' Comp](#)

[360°](#)

[Organizational
Assessments](#)

[Newsletters](#)

- Conducting regular audits of the organization's employment practices for EEO compliance
- Creating objective, job-related qualification standards for all positions that are consistently applied
- Communicating promotion criteria and job openings to all eligible employees
- Protecting employees from retaliation for filing a complaint or participating in an investigation

To learn about *AMTEK's* human resource audit of EEO practices, call the Human Resource Hot Line at **1.800.457.8829.**

This HR eNews is not intended to render legal advice but is meant for general informational purposes only.

CLICK HERE www.amteKHR.com FOR A DIRECT LINK TO OUR WEB SITE

Copyright © 2006 by *AMTEK Management Services Corp., East Syracuse, New York*

HR eNews dated5/15/06