

“Administrative Charge of Discrimination – Lawyering Up”

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Charge of Discrimination

- EEOC or MDCR
- Limited time to answer and offers to mediate.
- Seems straightforward.
- We didn't do anything wrong .

*“We’ll take care of
this ourselves.”*

Time to Lawyer Up

“An employer that represents
itself has a fool for an
attorney.”

What you don't know will hurt you

- Employee has an attorney who is using the EEOC to learn about the case.
- Everything said in the investigation can be used against you.
- “Discrimination” is an evolving term.

Value Added

- Risk assessment.
- What to produce and what does not have to be produced.
- Terms of art.
- Witness preparation and interviews.