



# The Georgia Commission on Equal Opportunity – Office of the Governor

## Georgia FEPA Prohibits Discrimination in Employment

O.C.G.A. § 45-19-20 et seq.

The Equal Employment Division of the Georgia Commission on Equal Opportunity – Office of the Governor (GCEO) enforces the Georgia Fair Employment Practices Act of 1978 (FEPA) by investigating claims of unlawful discrimination made by those seeking employment within State of Georgia government or those that believe they have been discriminated against as an employee within State of Georgia government. It also provides educational programs that promote voluntary compliance with equal employment laws.

### KNOW YOUR RIGHTS & OBLIGATIONS UNDER THE LAW

#### Purpose of the FEPA

To promote the elimination of discrimination against all individuals in public employment because of such individuals' race, color, religion, national origin, sex, disability, or age thereby to promote the protection of their interest in personal dignity and freedom from humiliation; to make available to the state their full productive capacities; to secure the state against domestic strife and unrest which would menace its democratic institutions; to preserve the public safety, health, and general welfare; and to further the interests, rights, and privileges of individuals within the state.

#### FEPA Definitions

"Public employment" means employment by any department, board, bureau, commission, authority, or other agency of the State of Georgia. "Public employer" or "employer" means any department, board, bureau, commission, authority, or other agency of the state which employs 15 or more employees within the state for each working day in each of 20 or more calendar weeks in the current or preceding calendar year.

#### Filing a Complaint

An individual claiming to be aggrieved by an unlawful practice or another person on behalf of an individual claiming to be aggrieved by an unlawful practice may file with the administrator a written, sworn complaint stating that an unlawful practice has been committed setting forth the facts upon which the complaint is based and setting forth facts sufficient to enable the administrator to identify the employer to be charged. The complaint shall be barred unless filed within 180 days after the alleged unlawful practice occurs.

#### Contact Us

Online Submit an inquiry through GCEO's online portal:  
<https://gceo.georgia.gov/complaints/employment-complaint-form>

Call (404) 656-1736 (Main)  
(800) 473-6736 (Toll Free)

Visit 205 Jesse Hill Jr. Dr. SE  
14th Floor - 1470B East Tower  
Atlanta, Georgia 30334

Email [info@gceo.state.ga.us](mailto:info@gceo.state.ga.us)

Website [www.gceo.georgia.gov](http://www.gceo.georgia.gov)