**Discussion One**

Student’s Name

Institution Affiliation

Course

Instructor

Date

**Three Protected Classes and the Laws that Exist to Protect them**

Age, disability and genetic information are three examples of protected classes where EOCC protects applicants, workers and previous workers in those classes from job discrimination. Age Discrimination in Employment Act (ADEA) protects individuals from being discriminated against in the labor market. ADEA prevents discrimination against workers aged 40 years and above and applies to 20 or more workers. The Americans with Disabilities Act prevents discrimination against individuals based on disability. The law applies to firms with 15 or more workers. The employer is needed to ensure that workers and applicants obtain suitable accommodation for their disability. For instance, the firms may adjust the workers' work schedules, offer unpaid off time to attend medical meetings, or use unique tools to undertake the task they were employed to execute. The Genetic Information Nondiscrimination Act of 2008 is a federal act that prevents discrimination of workers, firms or applicants based on an individual’s genetic information. The law prevents firms from utilizing genetic information to make any job decision (Du, 2019).

**How the EOCC Investigates Complaints of Discrimination Against a Protected Individual**

After receiving a notification concerning a complaint of discrimination against a firm, the EOCC gives a handwritten document to the defendant within ten days of the initial complaint. The handwritten document contains the plaintiff's name, date of the claimed offense and a definition of the claimed offense. The EOCC provides the defendant with enough time to gather witnesses and view the statement. Later, the EOCC conducts its investigation on the issue and later notifies the defendant about the findings.

**How Employers Can Prevent and Respond to Complaints of Discrimination**

Employers should ensure that the human resources and the management are offered the necessary training and the various organizational cultures to ensure that there are no discrimination claims filed against them. Employers should also offer the required knowledge of discrimination laws to the human resources and the management. Besides, employers should ensure that employees understand what the discrimination laws pertain to and how to handle issues and complaints.

**Reference**

Du, M. M. (2019). US Equal Employment Opportunity Commission v. Lucinda Management, LLC, et al.