

# WHICH AGENCY HANDLES MY COMPLAINT?

A FREE QUICK GUIDE BY THE WORKER'S COMPASS

Three federal agencies protect workers. They handle very different types of claims. This guide helps you find yours — fast.

**⚠ DEADLINES ARE STRICT AND NON-NEGOTIABLE.** Filing even one day late can permanently close your claim. Find your agency below — then act.

## STEP 1 — FIND YOUR AGENCY

### EEOC

Equal Employment Opportunity Commission

#### You experienced discrimination or retaliation

You may have a claim if:

- ✓ Fired, demoted, or passed over for promotion
- ✓ Treated differently because of race, sex, age (40+), disability, religion, national origin, or pregnancy
- ✓ Harassed at work based on a protected characteristic
- ✓ Punished for reporting discrimination or filing a complaint
- ✓ Denied a reasonable accommodation

**🕒 DEADLINE: 180–300 days**

180 days (no state FEPA) / 300 days (state FEPA) — from the discriminatory act

WHERE TO FILE:  
[publicportal.eeoc.gov](http://publicportal.eeoc.gov)

**X NOT for:** Wage theft, union issues, or general unfair treatment

### NLRB

National Labor Relations Board

#### Your employer violated your right to organize or act collectively

You may have a claim if:

- ✓ Fired or disciplined for discussing wages with coworkers
- ✓ Threatened for trying to form or join a union
- ✓ Retaliated against for signing a petition or filing a group complaint
- ✓ Subjected to unlawful surveillance of organizing activity
- ✓ Forced to sign away your workplace rights

**🕒 DEADLINE: 6 months**

from the unfair labor practice — the strictest deadline

WHERE TO FILE:  
[nlrb.gov](http://nlrb.gov) — Form NLRB-501 (no fee)

**X NOT for:** Individual discrimination claims or wage theft

### DOL

Wage & Hour Division Dept. of Labor

#### You were not paid what you're owed

You may have a claim if:

- ✓ Not paid overtime (1.5x) for hours over 40/week
- ✓ Paid below minimum wage
- ✓ Required to work off the clock
- ✓ Misclassified as an independent contractor
- ✓ Final paycheck withheld after separation

**🕒 DEADLINE: 2–3 years**

2 yrs standard / 3 yrs if willful

WHERE TO FILE:  
[dol.gov/agencies/whd](http://dol.gov/agencies/whd) or 1-866-4-USWAGE

**X NOT for:** Discrimination claims or union/organizing issues

## NOT SURE WHICH AGENCY? MATCH YOUR SITUATION BELOW

"I was fired after reporting discrimination" → **EEOC (retaliation)**

"My coworkers and I complained together and were all disciplined" → **NLRB (protected concerted activity)**

"I worked 50 hours but was only paid for 40" → **DOL / WHD (unpaid overtime)**

"I was called slurs at work and HR did nothing" → **EEOC (hostile work environment)**

"I'm a 1099 contractor but work like an employee" → **DOL / WHD (misclassification)**

"My employer threatened to fire anyone who talked about wages" → **NLRB (Section 7 violation)**

**Some situations involve more than one agency.** If you're unsure, the Compass Call is the fastest way to get clarity — free, 30 minutes, no commitment.

## STEP 2 — WHAT TO DO RIGHT NOW

**1 Write down what happened**  
Date, who was involved, what was said or done, who witnessed it. Do this now — memory fades and deadlines are strict.

**2 Save your evidence to a personal device**  
Emails, texts, pay stubs, performance reviews. Do NOT rely on work email or work devices — you may lose access.

**3 Calculate your deadline**  
Count from the date the act occurred — not the date you were notified. When in doubt, assume your clock is already running.

**4 Book your Compass Call**  
Free 30-minute assessment. We'll confirm your agency, flag your deadline urgency, and map out your next steps.

**Important Notice:** *This guide is an educational resource provided by The Worker's Compass, a Division of Minor Consulting Group. It does not constitute legal advice and does not create an attorney-client relationship. Filing deadlines are strict — act promptly. For legal representation, consult a licensed employment attorney.*



### STEP 3 — TAKE YOUR NEXT STEP

#### Ready to take your next step?

Book your free Compass Call — a 30-minute assessment with Dr. Minor to confirm your agency, understand your deadline, and map out a clear path forward.

[Book Your Free Compass Call](#)

[navigate@minorconsultinggroup.com](mailto:navigate@minorconsultinggroup.com) | (504) 335-5463  
[minorconsultinggroup.com](http://minorconsultinggroup.com)

#### Also available:

- Compass Call — Free, 30 min
- Initial Case Review — \$125
- Complaint Narrative Development — \$175
- Document Review & Feedback — \$125
- Federal Advocacy Toolkit — \$69
- Workshops — from \$30/attendee

*Sliding scale pricing available for all services. Self-reported. No documentation required.*