

HR Weekly Podcast September 9, 2015

Today is Wednesday, September 9, 2015. Welcome to the HR weekly podcast from the Division of State Human Resources. Today's topic discusses the Equal Employment Opportunity Commission's, or EEOC's, pilot program of its new online charge notification and response system. This new online system is called the Action Council for Transformation to a Digital Charge System, or ACT Digital.

On May 6, 2015, phase one of ACT Digital's implementation began in areas covered by the Charlotte District office, to include Charlotte, Greensboro and Raleigh in North Carolina, Norfolk and Richmond in Virginia, and Greenville, South Carolina. The new online charge system digitally transmits documents relating to discrimination charges between the EEOC and employers and affects the processing of all new charges filed against public and private employers, employment agencies, and unions.

The first phase of this system allows employers against whom a charge of employment discrimination has been filed to interact online with the EEOC through a secure respondent portal. The system notifies the respondent by email that a charge has been filed and provides the employer with a unique password protected login for each charge. The system allows the respondent to electronically view and download the charge, review an invitation to mediate and respond to the invitation, submit a position statement to the EEOC, and provide and verify respondent contact information, including the designation of a legal representative.

The EEOC's May 6, 2015 press release indicates that employers will have the option to opt out of the digital charge system and submit all documents and communications via paper form. The digital system, however, will provide faster access and submission of documents, as well as improve communication per the EEOC.

The EEOC reports that it receives approximately 90,000 charges per year and the ACT Digital system provides several key benefits. The digital charge system implementation reportedly will increase the EEOC's responsiveness to its customers, ease the administrative burden on staff, and reduce the use of paper submissions and files. The system was also designed to streamline the enforcement system with dates for triggering messages, reminders, and action steps.

The EEOC reports that the online system is expected to be available at all offices by October 1, 2015. Please visit the EEOC's website at www.eeoc.gov for more information about the ACT Digital Charge System.

Thank you.