ANTI-
DISCRIMINATION

Empowered by Support

Resources & Contact Information

The Office of Anti-Discrimination offers a range of resources and support services to guide you from the moment you decide to file a complaint to the resolution of your case. Our team is dedicated to providing you with the assistance you need.

- **Wilmington**
- **Newark**
- **Dover**
- **Georgetown**

Scan the QR code for easy access to further information, office contact details, forms, and direct contact options:

What Happens Next?

Understanding the Process

After filing, the resolution process takes six to nine months. If you are unable to prove your claim, you'll receive a Right to Sue Notice, allowing court action within 90 days.

Our team is dedicated to providing you with the assistance you need.

The Division of Industrial Affairs supports your efforts to provide a fair and secure workplace. Together, we can ensure that your business not only meets legal requirements but also thrives through an empowered workforce.

DIVISION OF
INDUSTRIAL
AFFAIRS

Know Your Rights: Anti-Discrimination Laws & You

Your Guide to Navigating Anti-Discrimination in Delware

ANTI-
DISCRIMINATION

Understanding The Office of Anti-Discrimination's Role

The Office of Anti-Discrimination (OAD) ensures fairtreatment in workplaces across Delaware by evaluating and investigating discrimination charges. Acting as a neutral third party. The OAD aids in resolving disputes through a structured Anti-Discrimination Process.

Discrimination in the workplace is illegal when it's based on certain protected characteristics. Understanding these protected classes helps you recognize if you're being treated unfairly.



Know the Signs

Identifying Unfair Treatment

Discrimination can manifest in various forms, be it through unequal treatment, harassment, or retaliation. Recognize the signs and know that if you're being discriminated against based on protected characteristics, OAD stands ready toassist.

Race: Discrimination based on race, color, or ethnicity is unlawful.

Religion: This includes all aspects of religious beliefs, practices, and observance.

Sex (including pregnancy, sexual orientation, & gender identity): Unfair treatment based on sex or gender specifics is prohibited.

National Origin: Discrimination because of one's birthplace, ancestry, culture, or linguistic characteristics common to a specific ethnic group.

Age (40 and over): Protects individuals who are 40 years of age or older from discrimination.

Disability: Both physical and mental disabilities are covered, ensuring reasonable accommodations are provided.

Genetic Information: Discrimination based on genetic information related to illness, disease, or other disorders is illegal.

Retaliation: Protects individuals who have filed a complaint, protested, or assisted in a discrimination investigation or litigation.

Taking Action Against Discrimination

Initial Registration:

- **Step 1:** Complete the Intake Form from our website and return it to OAD. You can return the form in one of two ways:
  - **Email:** DOL_Antidiscrimination@delaware.gov
  - **Mail:**
    - » **New Castle County:**
      Department of Labor
      Office of Anti-Discrimination
      4425 N. Market Street, 3rd Floor
      Wilmington, DE 19802
      (302) 761-8200
    - » **Kent/Sussex Counties:**
      Department of Labor
      Office of Anti-Discrimination
      Blue Hen Corporate Center
      655 S. Bay Road, Suite 2H
      Dover, DE 19901
      (302) 422-1134
- **Step 2:** Participate in an intake interview, provide a valid ID, and sign the Formal Charge.