



U.S. Equal Employment Opportunity Commission

Coverage of State and Local Governments

General Coverage

If a complaint against a state or local government agency involves race, color, national origin, sex, religion, or disability discrimination, the agency is covered by the laws we enforce if it has 15 or more employees who worked for the agency for at least twenty calendar weeks (in this year or last).

Age Discrimination and Coverage

If a complaint involves age discrimination, the state or local government agency is covered by the law no matter how many employees it has.

Equal Pay Act and Coverage

Almost all state and local governments are covered by the Equal Pay Act (EPA), which makes it illegal to pay different wages to men and women if they perform substantially equal work in the same workplace.

Deciding Coverage of State and Local Governments

Figuring out whether or not a state or local government is covered can be complicated. If you aren't sure whether coverage exists, you should contact one of our field offices as soon as possible so we can make that decision. It is also important to keep in mind that, if an employer is not covered by the laws we enforce, the employer still may be covered by a state or local anti-discrimination law. If it is, we can refer you to the state or local agency that enforces that law.