

**From:** EEOC - I I G <info@eeoc.gov>  
**Sent:** Thursday, April 22, 2021 11:11 AM  
**To:** Elizabeth Brehm  
**Subject:** Clarification of EEOC's Guidance Regarding Vaccine Mandates Under Emergency Use Authorization [Incident: 210317-000576]



Recently you requested personal assistance from our on-line support center. Below is a summary of your request and our response. We hope we have answered your questions or referred you to the appropriate place to have your questions answered.

*To access your question from our support site, [click here](#)*

**Subject**

**Clarification of EEOC's Guidance Regarding Vaccine Mandates Under Emergency Use Authorization**

Response By Email (Inquiry) (04/22/2021 10:11 AM)

Thank you for contacting EEOC.

The Equal Employment Opportunity Commission (EEOC) enforces various laws which prohibit employment discrimination based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, or genetic information. These laws also prohibit an employer from retaliating against an employee or former employee for opposing something they believe violates the laws we enforce or for participating in an employment discrimination proceeding, such as an investigation.

While we are unable to answer your specific question, we can tell you The EEOC enforces workplace anti-discrimination laws including the Americans with Disabilities Act (ADA) and the Rehabilitation Act, including the requirement for reasonable accommodation and rules about medical examinations and inquiries.

The ADA and Rehabilitation Act rules continue to apply, but they do not interfere with or prevent employers from following the guidelines and suggestions made by the CDC or state/local public health authorities about steps employers should take regarding COVID-19. Employers should remember that guidance from public health authorities is likely to change as the COVID-19 pandemic evolves. Therefore, employers should continue to follow the most current

information on maintaining workplace safety.

For the most updated questions, answers, and information about COVID-19, please visit our website at: [www.eeoc.gov/coronavirus](http://www.eeoc.gov/coronavirus)  
More information about the government response to the coronavirus pandemic can be found at:

- [Coronavirus.gov](http://Coronavirus.gov)
- [CDC.gov/coronavirus](http://CDC.gov/coronavirus)
- [USA.gov/coronavirus](http://USA.gov/coronavirus)

NOTE: The EEOC's materials only address COVID-19 as it impacts the anti-discrimination laws enforced by the EEOC. If you have questions about wage and hour issues, the FLSA, the FMLA, OSHA, unemployment compensation, and the new Families First Coronavirus Response Act, or similar issues, please contact the U.S. Department of Labor, [www.dol.gov](http://www.dol.gov).

If you want us to review your situation, you can begin the process by using our online inquiry and appointment system at <https://publicportal.eeoc.gov/Portal/Login.aspx> It enables you to submit online inquiries and schedule an intake interview with EEOC.

Also, please note that there are time limits to file the charge. In many States that limit is 180 days from the date you knew about the harm or negative job action, but in other States it is 300 days.

Sincerely,

U.S. Equal Employment Opportunity Commission

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Auto-Response By (Administrator) (03/17/2021 01:59 PM)

Thank you for contacting the United States Equal Employment Opportunity Commission. This automated response confirms receipt of your inquiry and is not intended to address your specific questions. For those of you wishing to file a charge of employment discrimination, please note that there is a time limit of either 180 or 300 days to file a charge, depending on a number of factors. If you want to begin the process, you can use our online assessment tool at <https://publicportal.eeoc.gov/Portal/Login.aspx>. You can not file a charge via email. We will respond to your specific questions as quickly as possible.

Customer By CSS Email (Elizabeth Brehm) (03/17/2021 01:59 PM)