

Justification Change Request for 1190-0018

The Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC), would like to exclude the expiration date on its Charge Form recently approved by OMB (1190-0018).

By statute, a complaint of discrimination filed with our office is deemed complete if OSC receives the minimally required pieces of information to constitute a charge of discrimination. If an individual provides us with that information on a blank piece of paper, we may consider that charge complete and begin our investigation. The charge form is therefore a tool to assist individuals in ensuring that their charges are complete, but they are not required to file a charge on the form made available by the agency in order for the complaint to be acted upon by the agency.

We request that this form bear no expiration date on its face as we do not want to dissuade victims of discrimination and their representatives from filing charges of discrimination just because the forms in their possession may bear an expiration date that has past.