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Job Accommodation Network

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Accommodation and Compliance Series

Accommodation and Compliance Series: Waivers

Job Accommodation Network
PO Box 6080
Morgantown, WV 26506-6080
(800)526-7234 (V)
(877)781-9403 (TTY)
jan@askjan.org
AskJAN.org



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Introduction

In an effort to reduce the possibility of discrimination lawsuits, some employers ask employees to sign agreements (waivers) stating that they will not file a charge of discrimination against the employer. Sometimes these agreements must be signed before an employee can start working and other times they are part of a severance package when an employee is terminated. The following publications discuss the legality of these types of agreements under laws enforced by the [Equal Employment Opportunity Commission](#).

- [Enforcement Guidance on Non-Waivable Employee Rights Under Equal Employment Opportunity Commission \(EEOC\) Enforced Statutes](#)
- [Understanding Waivers of Discrimination Claims in Employee Severance Agreements](#)

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