

**THE EEOC IS REPRESENTATIVE OF THE HIGHEST DEGREE OF INCOMPETENCE  
OBAMA ADMINISTRATION SHOULD DISBAND THE EEOC IN 2009**

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**ABSTRACT**

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Age, race, sex, and disability discrimination, among others, is perpetuated by the inept U.S. Equal Employment Opportunity Commission (EEOC). EEOC investigations are usually incomplete and deficient. The EEOC admits that it can't investigate all of the cases filed with it. It has set an objective for 2009, investigating [within 180 days] 54% of the cases filed with it. This dismal prediction means that the abominations by the EEOC continue and once again, the EEOC will hold cases hostage for far more than 180 days. This unacceptable behavior by the EEOC enables "free" Discovery for the respondent (soon to be defendant); enables the defendant more time to create a defense; and enables any and all of the bad things that happen when pre-litigation and litigation is prolonged. And, most significant, EEOC ineptness thwarts successfully defeating employment discrimination in the United States. EEOC actions position aggrieved individuals in such a way that a court filed action could be time-barred. Failure of the EEOC to send a claimant or his attorney a Right-to-Sue letter leads to unnecessary, preventable litigation in which claimants must fight bad-faith defendant allegations that a cause of action (lawsuit) is time barred. Getting EEOC staff to answer telephone calls from complainants and their attorneys attempting to secure intake appointments is an obstacle-ridden path. The solution to the aforementioned: Congress should suspend the requirement that prospective plaintiffs in Title VII actions, etc. must file first with the EEOC. Needed is a temporary act by Congress that enables plaintiffs to go straight to federal court. This action should be followed by dissolution of the EEOC or a major overhaul of the agency by the Obama administration. (C) COPYRIGHT, ALL RIGHTS RESERVED TO AUTHOR. JAN. 2009. DO NOT COPY WITHOUT PERMISSION FROM AUTHOR. BY PROFESSOR CHRISTOPHER C. COOPER, JD, ESQ., PHD.