



Employment Edge 77th Edition - EEOC Issues Alert Regarding E-Mail "Phishing" Scam

October 1, 2007

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The EEOC recently issued a press release regarding a "Phishing" e-mail that is being sent to employers and purports to be from the EEOC. A copy of the EEOC Press Release is below and can also be found on the EEOC website: <http://www.eeoc.gov/press/10-19-07.html>. If you have received an e-mail from the EEOC regarding a purported harassment complaint, you should not click on the included link or download any attached file. The EEOC does not use e-mail to inform employers of discrimination complaints. Rather, the EEOC informs employers of discrimination and harassment complaints through the US Postal System. If you have any questions about a notice you have received from the EEOC regarding a discrimination or harassment complaint, please contact Carl Crosby Lehmann or another member of the Gray Plant Mooty Employment and Labor Law Practice Group.

FOR IMMEDIATE RELEASE
Friday, October 19, 2007

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EEOC ALERTS PUBLIC TO E-MAIL 'PHISHING' SCAM

Federal Agency Identifies Internet Fraud Being Perpetrated Against Employers

WASHINGTON - The U.S. Equal Employment Opportunity Commission (EEOC) late today notified the business community and general public to a "phishing" e-mail circulating to companies that purports to be from the federal agency regarding a harassment complaint. The bogus e-mail contains a Trojan Horse Virus that is likely to harm a recipient's computer if the user clicks on the referenced web link and/or downloads the attached file.



The phony e-mail to employers -- being circulated under the subject "Harassment Complaint Update For"-- contains links where the respondent can allegedly access details of a fake discrimination claim. The EEOC has reported the issue to appropriate authorities.

The EEOC's policy is to notify an employer of the filing of a charge of employment discrimination using the U.S. Postal System. Because of security concerns, the EEOC does not notify employers of the filing of a charge of discrimination via e-mail. Consequently, if a company receives an e-mail notification which purports to advise the respondent of the filing of a charge of employment discrimination with the EEOC, the federal agency urges users to delete it immediately.

The contents of the phishing e-mail include an EEOC logo under the subject line and contain purported language from the EEOC under a subject heading, "Employer Liability for Harassment." Excerpts of the phishing e-mail are highlighted below:

FROM: Equal Employment Opportunity Commission

SUBJECT: "Harassment Complaint Update For"

This is an automated email that confirms the registration of harassment complaint #number...this harassment complaint can lead to law enforcement action. You can download and print a copy of this complaint to keep for your personal records here...Our staff will keep you updated regarding the status of our investigation...To check the status of your complaint access:

The EEOC enforces federal laws prohibiting employment discrimination. Further information about the EEOC is available on its official web site at www.eeoc.gov.

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