

Five-Statute Quick-Reference Cheat-Sheet

Statute	Scope	Deadline to File
Title VII	Employment discrimination and retaliation	EEOC - 300 days (some 180)
Title IX	Sex-based bias in federally funded education	DOE OCR - 180 days
ADA / 504	Disability discrimination and accommodations	EEOC - 300 days
OSHA §11(c)	Safety whistleblower retaliation	OSHA - 30 days
NLRA §7	Concerted activity retaliation (private sector)	NLRB - 6 months
SOX §806*	Securities fraud whistleblower retaliation	OSHA - 180 days*

Top 10 Retaliation Red-Flags

- Gaslighting - management denies obvious misconduct.
- DARVO - deny, attack, and reverse victim-offender.
- Slow-walking - investigation drags until deadlines lapse.
- Paper trail ambush - sudden negative evaluations.
- Social isolation - removal from meetings or chats.
- Schedule punishment - undesirable shifts or lost OT.
- Weaponized fitness-for-duty referral - baseless exam.
- Character smear - rumors label you unprofessional.
- Selective policy enforcement - rule applied only to you.
- Forced gag agreement - NDA tied to minimal relief.

**SOX appears in main guide's Corporate-Finance appendix.*