

# RETALIATORY EMPLOYMENT DISCRIMINATION ACT

North Carolina General Statutes  
Chapter 95, Article 21

AND

## ADMINISTRATIVE RULES

North Carolina Administrative Code  
Title 13, Chapter 19



**Employment Discrimination Bureau**

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**Cherie K. Berry  
Commissioner of Labor**

## **Introduction**

The Employment Discrimination Bureau (“EDB”) is responsible for enforcing the 1992 Retaliatory Employment Discrimination Act (“REDA”) (Chapter 95, Article 21 of the N.C. General Statutes).

This publication contains links to the REDA statutes, various related statutes, and the applicable administrative rules contained in the N.C. Administrative Code. It is intended to be used by employers covered under these laws, as well as employees, in order to inform them of their rights and responsibilities in employment discrimination matters. Our experience shows that most businesses and workers want to comply with the labor laws of the State, and will generally do so when they know what the laws provide. We hope the use of this publication will help build the spirit of cooperation and fairness which currently characterizes most workplaces in North Carolina. That gives our State a more effective and productive workforce with which to maintain our competitive national economic position.

We encourage and solicit public comments concerning these laws and regulations. Please direct your comments and questions to the Employment Discrimination Bureau, N.C. Department of Labor, 1101 Mail Service Center, Raleigh, North Carolina 27699-1101.

Cherie K. Berry  
Commissioner of Labor

**N.C. GENERAL STATUTES  
CHAPTER 95 – DEPARTMENT OF LABOR**

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**ARTICLE 21 –  
RETALIATORY EMPLOYMENT DISCRIMINATION**

**RELATED STATUTORY REFERENCES**

**Chapter 97 - Workers' Compensation Act**

**Chapter 95, Article 2A – Wage and Hour Act**

**Chapter 95, Article 16 - Occupational Safety and Health Act of North Carolina**

**Chapter 74, Article 2A – Mine Safety and Health Act**

**N.C. Gen. Stat. §95-28.1 - Discrimination against any person possessing sickle cell trait or hemoglobin C trait prohibited**

**Chapter 127A, Article 16 - National Guard Reemployment Rights**

**N.C. Gen. Stat. §95-28.1A – Discrimination against persons based on genetic testing or genetic information prohibited**

**Chapter 143, Article 52 - Pesticide Board**

**Chapter 90, Article 5F - Control of Potential Drug Paraphernalia Products**

**Chapter 7B, Article 27 - Authority over Parents of Juveniles Adjudicated Delinquent or Undisciplined**

**Chapter 50B–Domestic Violence**

**Chapter 95, Article 23 –Workplace Violence Protection**

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**NORTH CAROLINA ADMINISTRATIVE CODE (“NCAC”)  
TITLE 13 – DEPARTMENT OF LABOR**

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**CHAPTER 19 –  
RETALIATORY EMPLOYMENT DISCRIMINATION**