

SECTION .0200 – DEFINITIONS

13 NCAC 19 .0201 DEFINITIONS

The following definitions are applicable throughout this Chapter:

- (1) "Complainant" is a person allegedly aggrieved by a violation of G.S. 95-241, who files a written complaint with the Retaliatory Employment Discrimination Bureau.
- (2) "Employee" means those individuals protected from discrimination or retaliation by G.S. 95-241, and includes but is not limited to those individuals defined as employees in G.S. 97-2(2), G.S. 95-25.2(4), G.S. 95-127(9), miners as defined in G.S. 74-24.2, temporary, leased, or loaned employees, former employees, jointly employed employees, common law employees, and applicants.
- (3) "Interview" as used in these Rules includes privately speaking with an employee or witness on company time on the company premises.
- (4) "Open or pending in the trial court division" as set forth in G.S. 95-242(e) means the period beginning with the filing of a written complaint with the Department and ends with either the Commissioner's receipt of a final determination by the trial court on the Commissioner's civil action or closure of the file according to these Rules, whichever occurs later.
- (5) "Protected activity" or "activity" shall mean and include all the actions set forth in G.S. 95-241(a) and G.S. 127A-111.
- (6) "Respondent" is a person, as defined in G.S. 95-240(1), against whom a REDA complaint is filed.

History Note: Authority G.S. 95-245;
Eff. April 1, 1999;
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. July 22, 2018;
Amended Eff. March 1, 2025.