

MEDIA & PRESS KIT · VOLUME I · 2026

DISCRIMINATION NAVIGATOR®



Self-help tools that walk workers through the federal discrimination complaint process, from first deadline to a completed charge, built by an employment attorney with more than two decades in the arena.

Contents

Company overview	03
Mission	04
The problem: filing alone	05
Why now: a changed EEOC	06
What Discrimination Navigator is	07
How it works	08
Feature spotlight: the Charge Wizard	09
Self-help, not a law firm	10
Who benefits	11
Founder story	12
Company facts	13
Brand assets	14
Product images	15
Press release: relaunch	16
Frequently asked questions	17
Contact	18

A map through a process most people cross once, alone.



Discrimination Navigator is a self-help education and document preparation platform for workers navigating the federal employment discrimination complaint process.

Most people who experience workplace discrimination will deal with the Equal Employment Opportunity Commission exactly once in their lives. The process is unfamiliar, deadline-driven, and unforgiving of mistakes, and the majority of the people in it are unrepresented. Discrimination Navigator gives those workers what repeat players already have: an understanding of the process, a clear view of their deadlines, and a properly prepared charge document.

The platform combines a free filing deadline calculator, a plain-language learning library covering the laws the EEOC enforces, a guided Charge of Discrimination Wizard that produces a completed charge document, and a catalog of sample charges, templates, and toolkits. Everything is written to educate first and sell second.

IN ONE SENTENCE

Discrimination Navigator turns the federal discrimination complaint process from a maze into a mapped route.

MISSION

Every worker deserves to understand the process that decides their case.

◆ —◆—◆

The employment discrimination system was built on the assumption that workers would have help. Many never get it. Attorneys decline small cases every day, not because the harm is not real, but because the economics do not work. The worker is left holding a deadline they do not know exists, facing a form they have never seen, describing the worst months of their working life in a document that a federal agency and their employer will both read.

Discrimination Navigator exists to close that gap. Not by replacing lawyers, but by doing the thing that has to happen whether or not a lawyer ever appears: teaching the worker what the process is, when their clock runs out, and how to put their charge on paper properly.

The process should not be the second injury.

DISCRIMINATION NAVIGATOR

- ◆ **Educate first.** Every product begins with plain-language teaching, not a checkout button.
- ◆ **Respect the deadline.** Filing windows are short and strict. The free calculator exists so no one misses one for lack of information.
- ◆ **Take the document seriously.** A charge of discrimination is a sworn statement. The platform's voice, and its output, treat it that way.

THE PROBLEM

Filing alone, on a clock you cannot see.

Before most workers can sue for employment discrimination under federal law, they must first file a charge with the EEOC. That first step carries a filing deadline measured in days, generally 180 or 300 days from the discriminatory act depending on the state. Miss it, and the claim can be lost before it begins.

The worker facing that step is usually doing three hard things at once: absorbing what happened to them, holding down or searching for a job, and learning a federal administrative process from zero. The information exists, scattered across agency pages, statutes, and legal blogs written for lawyers. What does not exist for most people is a guide that meets them where they are.

What unrepresented workers run into

- ◆ Deadlines that vary by state and situation, discovered too late or not at all.
- ◆ Uncertainty about whether what happened to them is covered at all, and by which law.
- ◆ A charge form that asks them to compress months of events into a few precise paragraphs.
- ◆ No sense of what happens after filing, how long it takes, or what the agency will and will not do.

Demand for the process itself remains enormous. In fiscal year 2025, the EEOC resolved 90,743 charges and secured approximately \$660 million for workers.

Source: EEOC Fiscal Year 2025 Agency Performance Report, released April 6, 2026.

WHY NOW

The agency has changed. The burden on workers has grown.

Since January 2025, the EEOC has undergone one of the most significant transformations in its history. Whatever one's view of the policy direction, the practical effect on individual workers points one way: more of the process now rests on the worker's own shoulders.

- ◆ **A smaller agency.** EEOC staffing fell from 2,170 at the start of fiscal year 2025 to 1,809 at the start of fiscal year 2026, with field attorney ranks declining from 186 to 159.

Source: EEOC FY2025 Agency Performance Report, April 6, 2026.

- ◆ **Rescinded guidance.** On January 22, 2026, the Commission voted to rescind its 2024 Enforcement Guidance on Harassment in the Workplace, and in June 2026 replaced its strategic enforcement plan, following earlier removals of agency guidance during 2025.

Reported by Morgan Lewis (March 2026) and HR Dive (July 2026).

- ◆ **A narrower enforcement lens.** Following an April 2025 executive order, the agency directed staff to close charges resting solely on disparate impact theory and issue right-to-sue letters, concentrating agency enforcement on intentional discrimination.

Reported by Buchanan Ingersoll & Rooney (November 2025).

More workers are receiving right-to-sue letters earlier and heading toward federal court without agency investigation behind them, at the same time that less official guidance is published for them to read. A worker's own understanding of the process, and the quality of the documents they prepare, matter more now than at any point in decades.

THE TAKEAWAY FOR EDITORS

Self-help is no longer a budget alternative in this system. For many workers, it is the system.

What Discrimination Navigator is.

Deadline Calculator

A free tool that tells a worker how much time they have to file, based on where they are and when the discrimination occurred. The front door of the platform, free because deadlines should never be paywalled.

Learn Library

A plain-language education library covering the laws the EEOC enforces, the complaint process from intake to resolution, and what workers can expect at each stage. Written for people in the process, not for lawyers.

Charge of Discrimination Wizard

A guided interview that produces a completed charge of discrimination document, modeled on the EEOC's own Form 5 and finished with a typed signature, ready for the worker to review and file.

Samples, Templates & Toolkits

A catalog of sample charges across discrimination types, plus templates, guides, and kits for the moments around filing, so workers can see what done properly looks like before they write their own.

ACCESS MODEL

The calculator and selected resources are free. The learning library is available by subscription, with a lifetime pass option. The Charge Wizard, sample charge sets, and toolkits are one-time purchases, with a bundle that includes everything. Current pricing is published at discriminationnavigator.com.

From first question to filed charge.

-
- ◆ **Find the deadline.** The worker starts with the free calculator and learns exactly how much time they have. Urgency is established honestly, by the law's own clock, not by marketing.

 - ◆ **Understand the ground.** The Learn Library walks them through which laws may cover their situation, what the EEOC process involves, and what filing a charge does and does not do.

 - ◆ **Prepare the charge.** The Charge Wizard asks guided questions about what happened, who was involved, and when, then assembles the answers into a completed charge document modeled on EEOC Form 5.

 - ◆ **Review and file.** The worker reviews their document, signs with a typed signature, and files with the agency themselves, on time and in the proper form.
-

At every step, the platform's job is the same: put the worker in the position of someone who has been through this before, on the first and only time they go through it.

The output of this platform is a sworn federal document. The EEOC will read it. The employer will read it. It is built, and worded, with that weight in mind.

PRODUCT PRINCIPLE

The Charge Wizard.

The centerpiece of the platform: a guided interview that ends with a completed, signed charge of discrimination in the worker's hands.

The wizard translates the charge form into questions a person can actually answer. Rather than presenting a blank federal form, it walks the worker through their own story: their employment situation, the conduct at issue, the people involved, the timeline, and the adverse actions taken against them. It asks only what the document requires. It does not collect personal information beyond what the charge itself calls for.

The finished product is a completed charge document built on the structure of the EEOC's Form 5, the same form the agency uses, finished with the worker's typed signature and delivered ready for their review and filing.

Built with restraint

- ◆ Questions track the charge form's own requirements, nothing more.
- ◆ Plain language throughout, with the seriousness of a sworn statement preserved.
- ◆ The worker reviews everything before anything is final. The wizard prepares; the worker decides.

Self-help, not a law firm.

◆ —◆—◆

Discrimination Navigator is a self-help education and document preparation platform. It is not a law firm, it does not provide legal advice, and using it does not create an attorney-client relationship. That boundary is stated plainly across the platform because trust depends on it.

The line is not a limitation to apologize for. Court systems and agencies have long recognized that most people navigate legal processes without representation, and that clear, accurate self-help resources make those processes fairer. Discrimination Navigator sits squarely in that tradition: education, process literacy, and properly prepared documents, with the decisions always in the worker's hands.

What the platform will not do

- ◆ It does not evaluate the strength of a person's case or predict outcomes.
- ◆ It does not tell a worker what to claim. It helps them state, accurately and in the proper form, what they experienced.
- ◆ It does not discourage anyone from consulting an attorney. Workers who can obtain counsel are encouraged to do so.

POSITION

Where a worker has a lawyer, this platform makes them a better-prepared client.
Where they do not, it makes them a better-prepared filer.

Who benefits.



Workers filing alone

The core audience: people who cannot find or afford counsel and must navigate the process themselves. The platform gives them the process literacy and document quality that representation would otherwise supply.

Workers deciding what to do

People who are not yet sure whether to file. The free calculator and library let them understand their position and their clock before any decision, and before any purchase.

Attorneys and their clients

Employment attorneys decline matters every week for economic reasons. The platform gives them somewhere to send those workers besides a closed door, and clients who arrive informed make every consultation more productive.

Worker-serving organizations

Unions, worker centers, and advocacy organizations field discrimination questions constantly. The platform gives their staff a resource to put in members' hands that teaches the process accurately.

The side that understood the process won.



I have spent more than two decades in employment law, and I have sat in nearly every seat: representing employers, advising HR, counseling employees, mediating between all of them. From every one of those seats, the view was the same. The employer walks into the arena like a seasoned gladiator, armed with payroll systems, HR platforms, and document management tools that become the sole source of truth. The employee walks in with what they can remember. And the institutions that will judge the fight sit in the box seats, holding records the worker has never seen.

Over and over, I watched the same outcome. The side that understood the process won. The side that was learning it as they went lost, and lost early, at deadlines and forms and procedural steps they never knew existed.

Discrimination Navigator is my answer to that. I cannot represent every worker who needs help. Nobody can. But I can hand every one of them the map: what this process is, when their clock runs out, and how to put their charge on paper the way someone who has done this a hundred times would. That is what this platform does, for the person doing it once.

Nobody should lose their case to the process before anyone hears the merits.

N. LUCY CHUKWURAH · FOUNDER

COMPANY FACTS

At a glance.

PRODUCT Discrimination Navigator	CATEGORY Legal self-help & document preparation
HEADQUARTERS Houston, Texas	FOUNDER N. Lucy Chukwurah
FOUNDED 2025	FIRST LAUNCHED April 27, 2026
APP RELAUNCH September 2026	WEBSITE discriminationnavigator.com
PRESS CONTACT contact@discriminationnavigator.com	

Boilerplate

Discrimination Navigator is a self-help education and document preparation platform for workers navigating the federal employment discrimination complaint process. Founded by N. Lucy Chukwurah of NLC Law Group, a Houston employment attorney with more than two decades of experience across private practice, corporate legal departments, and government service, the platform offers a free filing deadline calculator, a plain-language learning library, a guided Charge of Discrimination Wizard, and a catalog of sample charges, templates, and toolkits. Discrimination Navigator is not a law firm and does not provide legal advice. Learn more at discriminationnavigator.com.

Marks, color, and type.



Color



Typography

Anton is reserved for the wordmark. **Cormorant Garamond** carries display and document headings. **Poppins** carries body text and interface copy.

The logo system

Four variants: the wordmark and the pin icon, each prepared for black and for white backgrounds. Use the wordmark wherever space allows; the pin icon stands alone at small sizes. Do not recolor, stretch, or set the marks on the tan.

Logo pack (all four variants, SVG + PNG)

discriminationnavigator.com/press/assets/dn-logo-pack.zip

Wordmark, one-color

discriminationnavigator.com/press/assets/dn-wordmark.svg

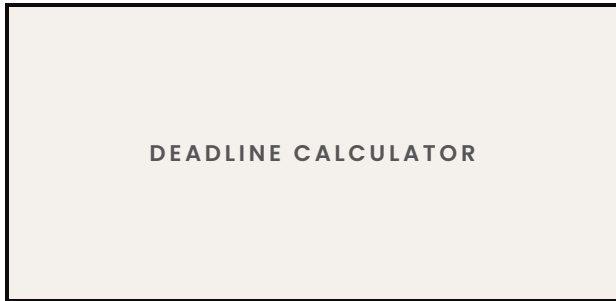
Pin icon, one-color

discriminationnavigator.com/press/assets/dn-pin.svg

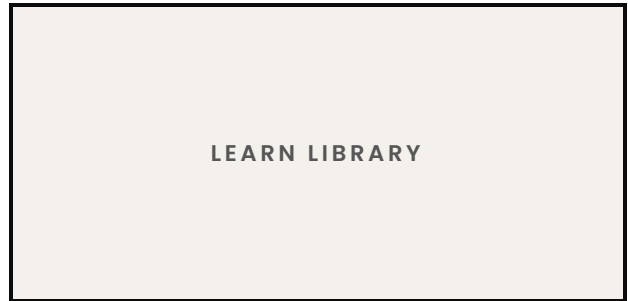
Screens for publication.

◆ —◆—◆

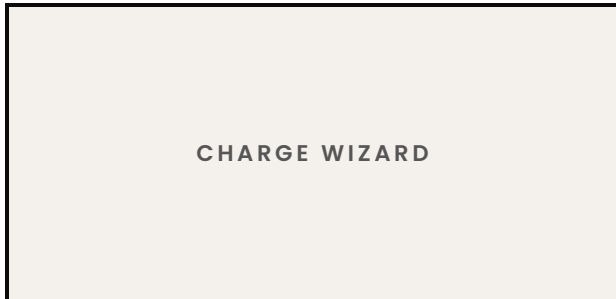
High-resolution product screenshots are available for editorial use at discriminationnavigator.com/press/assets/. Credit "Discrimination Navigator" on publication.



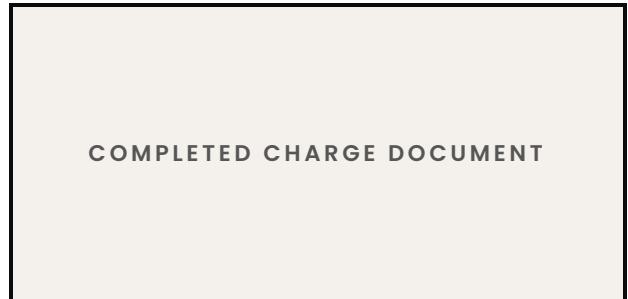
dn-screen-calculator.png



dn-screen-library.png



dn-screen-wizard.png



dn-screen-charge.png

Discrimination Navigator relaunches as an app, putting the EEOC filing process in workers' hands

HOUSTON, TX — September 2026

Discrimination Navigator, the self-help platform that walks workers through the federal employment discrimination complaint process, relaunches this week as a full application, anchored by a free filing deadline calculator and a guided Charge of Discrimination Wizard that produces a completed charge document ready to review and file.

The relaunch arrives at a moment when more of the complaint process rests on workers themselves. Per the agency's own FY2025 performance report, released April 6, 2026, EEOC staffing fell from 2,170 to 1,809 in a single year, while the Commission has rescinded longstanding guidance and narrowed its enforcement focus to intentional discrimination, closing charges based solely on disparate impact and issuing right-to-sue letters that send workers toward court on their own.

"Most people go through this process exactly once, and the system was never built for someone doing it alone," said N. Lucy Chukwurah, the Houston employment attorney who founded the platform after more than two decades in the field. "Discrimination Navigator hands them the map: what the process is, when their clock runs out, and how to put their charge on paper properly."

The platform's deadline calculator is free. Its learning library covers the laws the EEOC enforces in plain language, and its catalog of sample charges, templates, and toolkits shows workers what properly prepared documents look like before they write their own. Discrimination Navigator is a self-help education and document preparation platform, not a law firm, and does not provide legal advice.

Discrimination Navigator is available at discriminationnavigator.com. Press inquiries: contact@discriminationnavigator.com.

Frequently asked questions.

Is Discrimination Navigator a law firm?

No. It is a self-help education and document preparation platform. It does not provide legal advice, and using it does not create an attorney-client relationship.

Who is it for?

Workers navigating the federal employment discrimination complaint process, most of whom go through it without a lawyer, and the attorneys and organizations who serve them.

What does the Charge Wizard produce?

A completed charge of discrimination document modeled on the EEOC's Form 5, assembled from a guided interview and finished with the worker's typed signature, ready for the worker's review and filing.

Does the platform file the charge?

No. The worker reviews the finished document and files it themselves. The platform prepares; the worker decides.

What is free?

The filing deadline calculator and selected resources. Deadlines should never sit behind a paywall.

Should workers still talk to a lawyer?

Workers who can consult an attorney are encouraged to do so. The platform makes represented workers better-prepared clients and unrepresented workers better-prepared filers.

Who founded it?

N. Lucy Chukwurah, a Houston employment attorney and licensed mediator, and the founder of NLC Law Group, with more than two decades of experience across private practice, corporate legal departments, and government service.

Where can I get assets and interviews?

Brand assets and product images are at discriminationnavigator.com/press. For interviews and inquiries, write contact@discriminationnavigator.com.

CONTACT

Let's talk about the people filing alone.



Interviews, comment on EEOC process changes, product walkthroughs, and partnership conversations are all welcome.

PRESS

contact@discriminationnavigator.com

WEB

discriminationnavigator.com

PRESS PAGE

discriminationnavigator.com/press