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I recently completed my internship at the Equal Employment Opportunity Commission in the Cleveland Field Office. This internship required numerous tasks such as conducting intake interviews with people who have submitted iniquities or charges of discrimination to the office, drafting charges of discrimination and creating charge files after interviewing parties, screening inquiries to see whether they are likely to proceed to the next stage within our process, and corresponding with the general public. Through these tasks, I developed a profound understanding of the laws revolving around workplace discrimination under the jurisdiction of the EEOC, which includes Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Equal Pay Act, and the Genetic Information Discrimination Act.

Furthermore, the EEOC held Brown Bag Sessions, which were informative online lunch sessions about the agency and its enforcement with speakers such as the Chair of the Agency, Andrea Lucas, and commissioners, Kalpana Kotagal and Brittany Panuccio. These sessions not only provided more information about the laws enforced above, but they also provided understandings of the different viewpoints and perspectives surrounding civil rights. Through Chair Lucas and Commissioner Panuccio, I learned more about the individualistic, colorblind approach to civil rights whereas Commissioner Kotagal spoke of the government's power to intervene to fix systematic and group injustices. Hearing the different viewpoints of the enforcement of civil rights broadened my understanding and introduced me to perspectives that challenged my own. Therefore, this externship did not only include the enforcement of federal

legislation, but it also provided historical analysis and ideological thinking that has centered the debate around civil rights.

In terms of my own work, I investigated and analyzed more than 275 discrimination inquiries, conducted more than 18 charging party and intake interviews, prepared attorney drafted charges of discrimination, and created inquiries for people filing for the first time at the agency. Coming into the agency with only knowing a little bit about the enforcement and investigation process implemented by a federal agency, this work helped me gain a better grasp of helping and supporting those who have experienced discrimination within their workplace. This was an extremely valuable experience as a pre-law student, helping me expand my knowledge of different potential career paths that I could pursue.

The most impactful part of the work in my personal opinion was conducting the intake and charging party interviews. Reviewing the files beforehand to develop questions and analyzing which pieces of information were important given the agency's jurisdiction developed my critical thinking skills. During the interview, I had to actively search for gaps within the information and ask clarifying questions based on whether information was missing or the story was not connecting.

Additionally, the Wellman Hill Grant made it possible for me to go in-person and work at the office of the agency, located in downtown Cleveland. By coming in-person to work at the agency, I had the opportunity to meet with investigators, mediators, supervisors, and attorneys at the office. This internship became so much more enriching and professionally enhancing because I was able to develop relationships and network with professionals who have been working for an extended period of time. I am very appreciative and grateful for receiving the Wellman Hill Grant and for the opportunities that came with receiving this grant.