

What is discrimination?

When employment decisions are made which are illegal or prohibited because they are based on race, color, religion, sex, national origin, age, physical or mental disability, or sexual orientation instead of a job-related factor.

EEO: The Law



The following laws are enforced by the U.S Equal Employment Opportunity Commission, Merit Systems Protection Board, and/or the Office of Special Counsel.

- Equal Pay Act of 1963
- Civil Rights Act of 1964 (Title VII)
- Age Discrimination in Employment of 1967
- Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- Civil Rights Act of 1991
- The Civil Service Reform Act of 1978

You **CANNOT** be discriminated against based on:

- Age (40 and over)
- Sex (Gender or Orientation)
- Race
- Religion
- National Origin
- Disability
- Color
- Reprisal/Retaliation
- LGBT - Lesbian, Gay, Bisexual and Transgender



Sexual Harassment

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when :

- A person's job, pay, or career are the basis for employment decisions
- It interferes with performance or creates an intimidating, hostile, or offensive work environment

A sexual harassment claim must meet the below three criteria:

- Must be unwelcome
- Sexual in nature
- Occur in or impact the work environment

SEXUAL HARASSMENT IS PROHIBITED!!!!

Liability

MCCS can be held liable for the creation of a hostile work environment by supervisors, non-supervisory personnel, its customers, and independent contractors if:

- The employer knew or should have known about the harassment; and
- Failed to take appropriate corrective action

Who Do I Report To?

You have a few options:

- Your chain of command
- The Base Inspector
- Local EEO Office
- Personnel Office

If you feel you have been discriminated against or harassed, you have a few options.

You can choose:

- The EEO Complaint Process
- Alternative Dispute Resolution (ADR)
- Grievance Procedure (as negotiated with the Union)
- Administrative Grievance Procedure

