

USAG FORT BELVOIR

EQUAL EMPLOYMENT OPPORTUNITY

NEWSLETTER

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FROM THE DIRECTOR:

The Fort Belvoir Equal Employment Opportunity Office has joined the ranks in helping deliver the new directive for the Army and Department of Defense in educating our community on the implementation of new initiatives on Sexual Harassment/ Assault and Response Prevention (SHARP) programs. On September 9, 2008, the Secretary of the Army and Chief of Staff of the Army launched the Intervene, Act, Motivate (I.A.M.) Strong Campaign and Strategy at the 2008 Risk Reduction Training Summit. Commanders and leaders at all levels must foster a positive command climate consistent with the Army values and warrior ethos. All federal employees and military members should be trained before FY2012 on SHARP.

The EEO Office has been conducting a series of trainings for both military and federal employees throughout the month of August and September 2011. The new change affects both military and federal employees in reporting requirements as well as training for military members; and sexual harassment training for federal employees.

The military members will file claims of sexual harassment with the installation SHARP or current EO Office until the SHARP personnel office is operational. Federal employees filing claims of sexual harassment should file with the EEO office, and training for sexual harassment and sexual assault reporting will be handled by the installation SHARP/SARC office.

Olga C. Bryant, EEO Director



Legal Corner



What is Harassment?

Harassment is any unwelcome verbal or physical conduct.

- Employee did not solicit or invite the conduct.
- Employee regarded the conduct as undesirable.

What is Prohibited?

Unwelcome conduct that alters the conditions of employment:

- Sexual advances/pressures for dates
- Slurs, comments, jokes, innuendos
- Beatings, threats, inappropriate touching
- Inappropriate gestures, pictures, graffiti, slang expressions

Harasser –Male or Female

Can be supervisor, co-worker or non-employee

What to Do if You are a Victim of Harassment?

Be direct and candid, let your feelings be known to the harasser to stop the behavior. Talk to your supervisor or other representative.

Reference: EEOC Workplace Harassment Issues

*“We should
Acknowledge
differences, we
should greet
differences, until
difference makes no
difference anymore.”*

*Dr Adela A. Allen,
Educator*

Just the Facts:

The Monetary Cost of Discrimination



In FY 2005– 12,025 Sexual Harassment charges were received by the EEOC; of this total 14.3% were filed by males. The settlements totaled \$47.9 million. Five years later in FY 2010 the cost increased to \$48.4 million. These amounts do not include monetary benefits obtained through litigation.

Requesting Reasonable Accommodation

*In order to
succeed, your
desire for success
should be greater
than your fear of
failure.*

By: Bill Cosby

The duty to provide reasonable accommodation is a fundamental statutory requirement because of the nature of discrimination faced by individuals with disabilities. Although many individuals with disabilities can apply for and perform jobs without any reasonable accommodations, there are workplace barriers that keep others from performing jobs which they could do with some form of accommodation. These barriers may be physical obstacles (such as inaccessible facilities or equipment), or they may be procedures or rules (such as rules concerning when work is performed, when breaks are taken, or how essential or marginal functions are performed). Reasonable accommodation removes workplace barriers for individuals with disabilities. Qualified applicants and employees regardless of whether they work part-time or full-time, or are considered “probationary” are entitled to request Reasonable Accommodations.

An employee must inform his/her supervisor s/he needs an adjustment or change at work for a reason related to a medical condition. As a rule, a family member, friend, health professional or other representative may request a reasonable accommodation on behalf of an employee with a disability. A request for reasonable accommodation need not be in writing. Individuals may request reasonable accommodation at any time during the application process or during the period of employment. The Americans with Disabilities Act does not preclude an employee with a disability from requesting a reasonable accommodation because s/he did not ask for one when applying for a job or after receiving a job offer.

Reference: <http://www.eeoc.gov/policy/docs/accommodation.html>

October is National Disability Awareness Month

“All of us do not have equal talent, but all of us should have an equal opportunity to develop our talents.”

*John F. Kennedy
US President
(1917-1963)*

The Fort Belvoir Garrison Equal Employment Opportunity Office will be partnering with EOAA HQDA to sponsor a Deaf Culture Seminar in observance of National Disability Employment Awareness Month. The objective of this seminar is to provide information about deaf and non-deaf cultural differences and how they influence individuals in the workplace. The first portion of the seminar will cover different scenarios to assist employees regarding with how to communicate with a deaf employee and provide information about different technologies and resources available for deaf employees and their supervisors/co-workers.

The second half of the seminar will also provide attendees a basic sign language class to learn some of the basic signs used to communicate with the deaf community. This seminar is open to the Fort Belvoir Installation and Mission Partners. Managers who supervise or co-workers who interact with deaf or hearing impaired employees are strongly encouraged to attend.

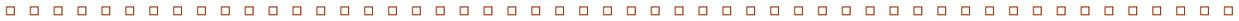
For registration, please contact Karen Ruby, EEO Specialist, Fort Belvoir EEO Office at 703-805-2006 or Meredith Filiatreault, EOAA HQDA, at 703-545-4515.

**MARK
YOUR
CALENDAR**

Upcoming Events



Fort Belvoir Equal Opportunity Hispanic Observance
29 September 2011
1130-1300
Fort Belvoir Officers' Club-Mount Vernon Room
Fort Belvoir, Virginia



Deaf Culture Seminar
12 October 2011
10:00-1200
Barden Education Center, Room 101
Fort Belvoir, Virginia



Fort Belvoir Equal Opportunity Native American Observance
9 November 2011
1130-1300
Fort Belvoir, Virginia



SAVE THE DATE

DoD Worldwide Diversity Conference and Defense Equal
Opportunity Management Institute (DEOMI)
40th Anniversary Observance

December 5-9, 2011
Patrick AFB, Florida