

KNOW YOUR EEO RIGHTS: DISCRIMINATION IS UNLAWFUL

Chief Counsel employees and applicants are guaranteed the following rights:

- The RIGHT to freedom from discrimination in employment on the basis of race, color, religion, sex, national origin, age, disability (mental and/or physical), sexual orientation, reprisal, parental status or protected genetic information.
- The RIGHT to equal opportunity in hiring, promoting, separation, career development, benefits, training, transfers, and other aspects of employment.
- The RIGHT to file a complaint if you believe discrimination has occurred.
- The RIGHT to a reasonable amount of official time to prepare or present your complaint.

What is discrimination?

Discrimination occurs when an employer intentionally treats one employee differently from another when the two are similarly situated and the treatment is based on race, color, religion, sex, national origin, age, disability (mental and/or physical), sexual orientation, reprisal, parental status or protected genetic information. This is called disparate treatment.

Discrimination can also occur when an employment decision that is based on neutral factors has an adverse impact on a protected group. This is called disparate impact.

What is a reasonable accommodation?

A reasonable accommodation is a modification or adjustment to a job application process or work environment that enables an applicant or employee with a disability to be considered qualified for the position. Employers are required to provide a reasonable accommodation when an individual with a disability requests one unless it creates an undue hardship on the agency.

What is harassment?

Harassment is physical or verbal conduct that has the purpose or effect of creating an intimidating, hostile or offensive work environment. The harassment must be based on a protected basis and be so severe or pervasive as to alter the conditions of your employment.

Jason Braaten is the agency's Anti-Harassment Coordinator. He can be reached at 202-317-6947.

Who May File A Complaint ?

Any Chief Counsel employee or applicant for employment who believes that he or she

has been discriminated against based on:

RACE
SEX
RELIGION
COLOR
NATIONAL ORIGIN
AGE
PHYSICAL OR MENTAL DISABILITY
REPRISAL
PROTECTED GENETIC INFORMATION
SEXUAL ORIENTATION*
PARENTAL STATUS*

may file a complaint with an EEO Counselor. Pregnancy, gender identity, and sexual orientation discrimination are considered forms of prohibited sex discrimination.

*In keeping with certain Executive Orders, Chief Counsel employees and applicants are also protected against discrimination based on sexual orientation and parental status. Treasury has an established administrative procedure for processing these types of complaints.

How to File a Complaint

To initiate an EEO complaint you must notify the EEO Office by contacting:

- Keona Hill, 202-317-5739
(keona.l.hill@irscounsel.treas.gov)
- Rodney Reed, 720-956-4024
(rodney.t.reed@irscounsel.treas.gov)

You may be asked if you want to participate in alternative dispute resolution (ADR), which is an alternative method of resolving disputes rather than using more formal administrative procedures. Treasury encourages the use of ADR as a tool to resolve disputes.

Filing Deadlines are Important

You must contact the EEO Office within 45 calendar days from when you first became aware of the alleged discriminatory action. If your complaint is not resolved during EEO counseling, you will be provided a Notice of Right to File a Complaint. Your complaint must be filed within 15 calendar days with the:

Office of Civil Rights and Diversity
Department of the Treasury
1500 Pennsylvania Avenue, NW
Washington, DC 20220