

*Equal Employment Opportunity Monthly Bulletin*

*“Promoting EEO, Diversity, and Education”*

August 2023



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EEOC News

Aurora Renovations and Developments, LLC Will Pay \$50,000 to Settle Religious Discrimination and Retaliation Suit.

GREENSBORO, N.C. -- Aurora Renovations and Developments, LLC, doing business as Aurora Pro Services, a North Carolina-based residential home service and repair company, has agreed to pay \$50,000 and provide other relief to settle a religious harassment, discrimination, and retaliation lawsuit brought by the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced on 2 August 2023.

According to the EEOC, since at least June 2020, Aurora Pro Services required all employees to attend daily employer-led Christian prayer (<https://www.eeoc.gov/newsroom>)

**Women’s Equality Day**

Women’s Equality Day, August 26, 2023, is a time to acknowledge the importance of the Women’s Suffrage Movement and its impact on the ratification of the 19th Amendment of the United States Constitution. It is also a time to raise awareness to challenges that may adversely affect the careers and advancement of women. Over 100 years since the amendment’s ratification, women continue to achieve historic firsts as they continue to strive for full equality across all segments in our society.

This year’s Women’s Equality Day, we celebrate the first all-female team of naval aviators for a Super Bowl flyover. The flyover also commemorated 50 years of women flying in the U.S. Navy. The flyover took place on February 12, 2023, in Glendale, Arizona, to mark the start of Super Bowl LVII. The women aviators, are all Navy lieutenants.

This year on Women’s Equality Day, August 26, 2023, we celebrate women’s increased representation and firsts in a variety of career fields, while also reflecting on future opportunities for continued improvement.



## Eight (8) Duties of the EEO Counselor During Your Pre-Complaint Inquiry

1. The EEO counselor's inquiry is designed to facilitate a resolution of the matters identified by the aggrieved.
2. Usually such inquiries are to be completed within 10 days of assignment of the pre-complaint to the EEO counselor.
3. The inquiry is not to be as extensive as a formal investigation conducted by an investigator.
4. The EEO counselor will inquire into the specific incidents and actions identified by the aggrieved during the pre-complaint intake interview.
5. The EEO counselor should interview persons and review documents that can provide firsthand information about the matters.
6. Before an interview with a witness, the EEO counselor or an EEO official must advise that person of his or her right to a personal representative and the nature of the claims described in the complaint.
7. The EEO counselor will prepare a report on DA Form 7510 recording actions taken during the inquiry and of information, if any, provided to the parties.
8. Army personnel will cooperate with and support the EEO counselor in the performance of counseling duties. The EEO counselor will be free of restraint, interference, harassment, coercion, discrimination, or reprisal in connection with the performance of assigned counselor duties.

## EEO Sex-Based Discrimination

Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person's sex, including the person's sexual orientation, gender identity, or pregnancy. Discrimination against an individual because of gender identity, including transgender status, or because of sexual orientation is discrimination because of sex in violation of Title VII.

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

An employment policy or practice that applies to everyone, regardless of sex, can be illegal if it has a negative impact on the employment of people of a certain sex and is not job-related or necessary to the operation of the business.

## Women's Equality Day 2023

<https://www.defenseculture.mil/Special-Observances/#womens-equality-day>

<https://nationalwomenshistoryalliance.org/resources/commemorations/womens-equality-day/>

## Anti-Harassment No FEAR Training FY(23)

Go to <https://www.atrrs.army.mil>

Click on the course catalog icon and enter course title "EEO-203A" Non-supervisors or "EEO-203B" for Supervisors.

Follow the instructions to register for the training. Your application may take 24 hours to process and you will receive another email with instructions for completing the course through ALMS. This training is mandatory for all Federal civilian employees and their supervisors. The completion suspense is **30 SEP 2023**.

For assistance please contact Mr. Timothy Gladders, EEO Specialist, at 803-751-5443 or [timothy.b.gladders.civ@army.mil](mailto:timothy.b.gladders.civ@army.mil)