

Fort Jackson Equal Employment Opportunity Office  
5450 Strom Thurmond Boulevard, Room 218

Office Email: [usarmy.jackson.id-training.mbx.usag-eeo-office@army.mil](mailto:usarmy.jackson.id-training.mbx.usag-eeo-office@army.mil)

Office Web Site: [EEO \(sharepoint-mil.us\)](http://EEO.sharepoint-mil.us)

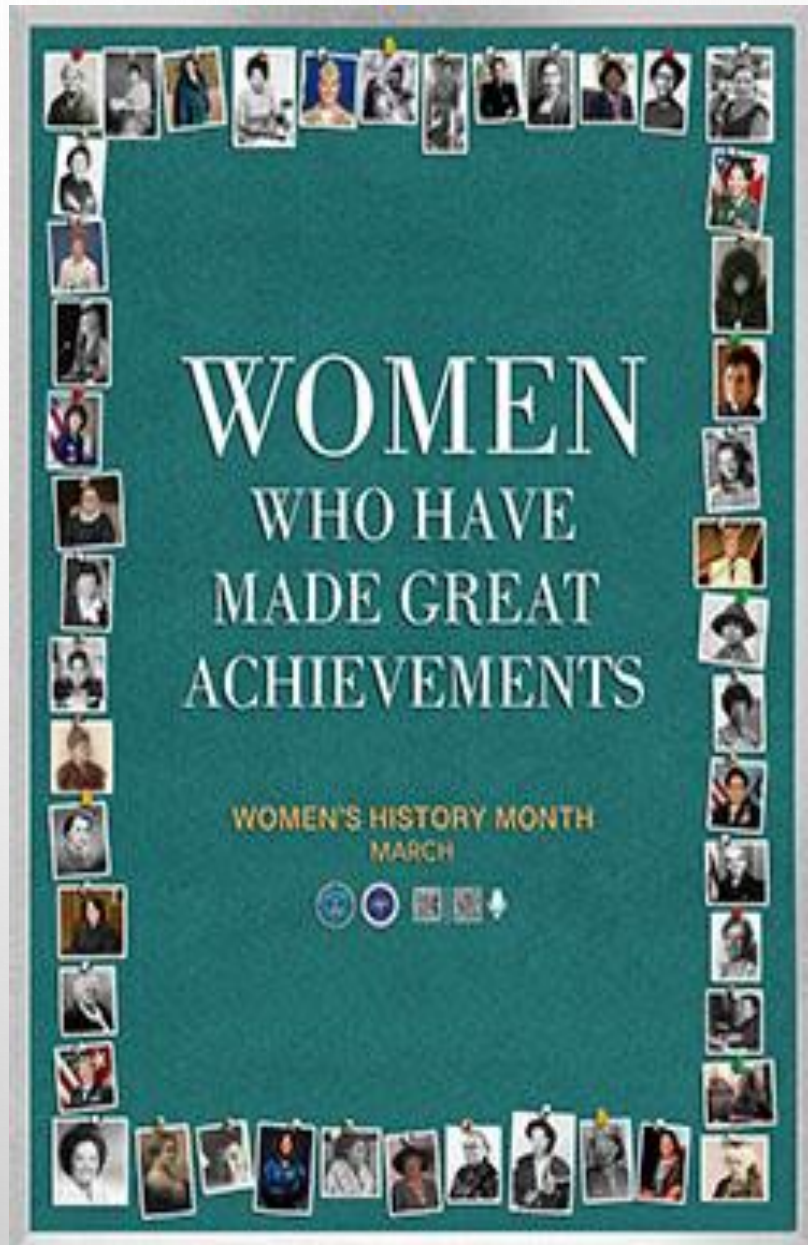
*Equal Employment Opportunity Monthly Bulletin*  
*“Promoting EEO, Diversity, and Education”*

March 2024



# Women's History Month

The DoD theme for WHM is, “Women Who Have Made Great Achievements,” in recognition of the countless contributions women have made towards creating a positive opportunity for a brighter future. This year’s poster highlights 47 military and civilian women who have inspired countless others throughout their professional and personal lives. The women depicted on this month’s poster, who have made great achievements in their own ways, serve as inspiration to us all. Each has made their mark and contributed greatly to the strength of the Nation. In celebration of Women’s History Month, DoD honors these pioneers of the past and recognizes their unique contributions, while creating new opportunities for women of the future. Women's History Month is an annual declared month that highlights the contributions of women to events in history and contemporary society. It is celebrated during March in the United States, corresponding with International Women's Day on March 8. The commemoration began in 1978 as "Women's History Day" in Sonoma County, California, and was championed by Gerda Lerner and the National Women's History Alliance to be recognized as a national week (1980) and then month (1987) in the United States, spreading internationally after that.



## Women Who Have Made Great Achievements

**Claudette Colvin** is an American pioneer of the 1950s civil rights movement and retired nurse aide. On March 2, 1955, she was arrested at the age of 15 in Montgomery, Alabama, for refusing to give up her seat to a white woman on a crowded, segregated bus. This occurred nine months before the more widely known incident in which Rosa Parks, secretary of the local chapter of the National Association for the Advancement of Colored People (NAACP), helped spark the 1955 Montgomery Bus Boycott.

**Selma Burke** artist and sculptor during the 1940s, won a nationwide contest for the commission of a bronze relief portrait of President Franklin Roosevelt. Burke felt that photographs of Roosevelt were inadequate for her needs and requested a sitting with the President so she could sketch him. Roosevelt agreed and Burke sketched Roosevelt over two days in February 1944. Burke's profile of Roosevelt is widely acknowledged as the basis for his image on the US dime.

**Sandra Day O'Connor** the first female Supreme Court Justice of the United States, was one of the most influential Americans of the 1980s and 1990s. She dealt with indignities ranging from having to accept a job for no pay after she graduated from law school to the lack of a women's restroom at the Supreme Court when she was first confirmed – in doing so, paving the way for the women who followed.

**General Ann E. Dunwoody** The first woman to serve as a four-star General in both the Army and the U.S. Armed Forces, General Ann E. Dunwoody joined the Army in 1974 and was commissioned as a second lieutenant in the Women's Army Corps in 1975.

**Naomi Fern Parker Fraley** was an American war worker who is considered the most likely model for the iconic "We Can Do It!" poster. During World War II, she worked on aircraft assembly at the Naval Air Station Alameda.

## Sex Discrimination

Title VII of the Civil Rights Act prohibits an employer from treating you differently, or less favorably, because of your sex, which is defined to include pregnancy, sexual orientation, and gender identity. This law also prohibits employment decisions based on stereotypes (unfair or untrue beliefs) about abilities and traits associated with gender. In addition, Title VII prohibits employment discrimination based on gender identity or sexual orientation. These protections apply even if state or local laws take a different position. Everyone, regardless of gender, is protected from sex discrimination under Title VII. The Equal Pay Act requires employers to give male and female employees equal pay for equal work. This means that employers have to pay men and women equally for doing substantially the same work at the same workplace.

## EEOC Constructive Discharge

Constructive Discharge is the dismissal of an employee from his/her employment by the employer. In some cases, an employee who resigns his/her position does so because of an employer's discriminatory practices. In some of these cases, the employee's resignation is not voluntary, but is a constructive discharge, because the resignation was based on action or inaction by the employer which made it impossible for the employee to continue working. The Equal Employment Opportunity Commission has provided a 3-part test to determine whether or not a constructive discharge has occurred: (1) a reasonable person in the complainant's position would have found the working conditions intolerable; (2) conduct that constituted discrimination against the complainant created the intolerable working conditions; and (3) the complainant's involuntary resignation resulted from the intolerable working conditions. "In order to establish a constructive discharge, an employee must plead and prove, by the usual preponderance of the evidence standard, that the employer either intentionally created or knowingly permitted working conditions that were so intolerable or aggravated at the time of the employee's resignation that a reasonable employer would realize that a reasonable person in the employee's position would be compelled to resign."

## Anti-Harassment No Fear Training FY(24)

The annual No FEAR and Anti-Harassment training has changed for fiscal year 2024. Training is no longer available online and must be conducted in person. There are two modules, one for supervisors and one for non-supervisors. All employees and supervisors of civilian employees to include active-duty Soldiers who supervise civilian employees are required to attend the training. The training will be offered every quarter in the Fort Jackson theater on 7 December; 21 March; 20 June and 19 September. Non-supervisor training will occur in the morning session (1030) and supervisor training will occur in the afternoon session (1530). For more information contact Mr. Timothy Gladders at [timothy.b.gladders.civ@army.mil](mailto:timothy.b.gladders.civ@army.mil).