

Equal Employment Opportunity Monthly Bulletin

“Promoting EEO, Diversity, and Education”

June 2023

In this issue:

- ◆ LGBTQ+ Pride Month
- ◆ Celebrating Juneteenth
- ◆ Anti-Harassment No FEAR Training (FY23)



EEOC VS Apple-Metro, Inc. and Hawthorne Apple, LLC

Applebee's restaurant staff verbally harassed a transgender woman, by making crude and derogatory references to her transgender status and repeatedly and intentionally referring to her with a male name. Applebee's failed to stop the harassment and instead fired her in retaliation for her complaints. Applebee's will pay \$100,000 in lost wages and damages to the discrimination victim and furnish other relief to settle a lawsuit for sex-based harassment and retaliation. Apple Metro, Inc. and Hawthorne Apple, LLC will have to revise and redistribute their anti-harassment policies and provide training to all employees. Sex-based harassment against anyone is unlawful, and so is retaliation for complaining about it.

LGBTQ+ Pride Month

Lesbian, Gay, Bisexual and Transgender {LGBTQ+} Pride Month works to achieve equal justice and equal opportunity for LGBTQ+ Americans.

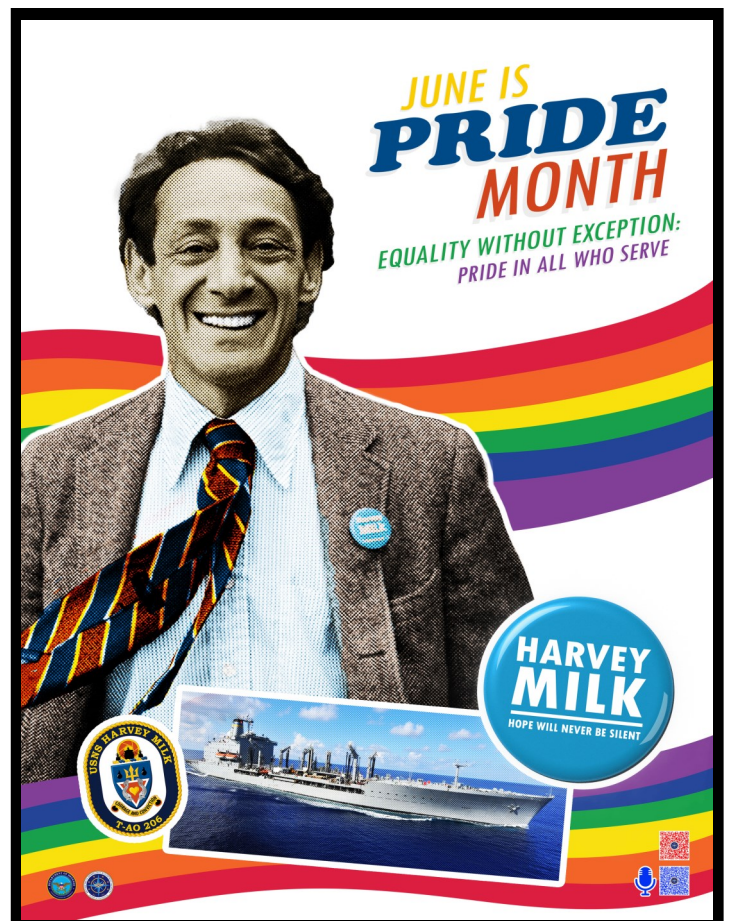
The Federal Government has chosen the month of June to celebrate LGBTQ+ Pride month. Diversity is one of our nation's greatest strengths.

During LGBTQ+ Pride month, we celebrate our rich diversity and renew our enduring commitment to equity. Sexual orientation is a personal and private matter.

DoD components, including the services, are not authorized to request, collect, or maintain information about the sexual orientation of service members, except when it is an essential part of an otherwise appropriate investigation or other official action.

We recognize gay, lesbian, bisexual and transgender service members and civilians for their dedicated service to our country; the heroic contributions made by these Americans strengthen our national security.

Whether officer, enlisted, civilian employee, or family member, their inclusion gives DoD components greater promise and possibility. It takes no compromising to give people their rights. It takes no money to respect an individual. It takes no survey to remove repressions.



Celebrating Juneteenth

Juneteenth celebrates the freedom of enslaved people in the United States at the end of the Civil War. The importance of June 19, Juneteenth, is celebrated annually on the 19th of June to mark the date some of the last enslaved African American people in the Confederacy became free. While the Emancipation Proclamation freed enslaved people in Confederate states in 1863, it was not until two and a half years later that many Black People still held in bondage in Texas were told that the order had freed them. Texas isolation from the rest of the country and remote landscapes kept Union Soldiers from enforcing the message. It was not until months later with the passage of the 13th Amendment that slavery was abolished on the Federal level, not just in States that had aligned themselves with the Confederacy.

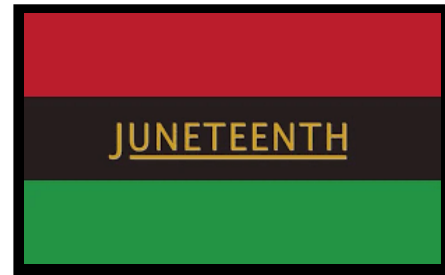
MG Gordon Granger, who commanded the Headquarters District of Texas, issued General Order No. 3, which informed the people of Texas that all enslaved people were now free. Freedom finally came on June 19, 1865, when some 2,000 Union troops arrived in Galveston Bay, Texas. The army announced that more than 250,000 enslaved Black People in the state were free by executive decree.

Granger's official announcement was met with great jubilation throughout the Black Community. MG Granger who made the Juneteenth Proclamation is buried beside his wife in Section P, Lot 66 of the Lexington Cemetery in Kentucky. In 1980, Texas became the first state to recognize June 19 as a state holiday, which it did with legislation. Today, Juneteenth is recognized by nearly every state, and in June 2021, the U.S. Congress passed a bill to make Juneteenth a Federal holiday.

The official Juneteenth flag was red, white and blue, displaying that all American slaves and their descendants were Americans. The colors represent the blood, soil and prosperity of Africa and its people. However, many in the Black community have adopted the Pan-African flag: red, black and green. Red serves a reminder of the bloodshed and those who lost their lives during enslavement.



National Juneteenth Flag



Pan-African Flag

What is the role of a EEOC Administrative Judge (AJ)?

An Administrative Judge (AJ) oversees and decides discrimination complaints of Federal employees. All EEOC AJs are highly skilled and knowledgeable judge, with respect to the Federal sector hearing process and the relevant law.

When the EEOC office responsible for your geographic area receives your request for a hearing, an AJ will be assigned to oversee all aspects of your case. The AJ will issue a variety of orders designed to ensure fair and expeditious processing of your case, and will analyze the applicable law and evidence and issue a decision.

LGBTQ+ Pride in History

For more information click the hyperlinks.

[DEOMI Special Observances - \(2023 Pride Month\)](#)

[Celebrate Juneteenth in Columbia SC](#) [SC Pride Festival](#) [History What is Juneteenth](#)

[The Historical Legacy of Juneteenth](#) [National Archives - District of Columbia Emancipation Act](#) [Library of Congress Pride Month](#)

[EEOC What is the No FEAR Act?](#) [EEOC Prohibited Employment Policies/Practices](#)

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