

Fort Jackson Equal Employment Opportunity Office

5450 Strom Thurmond Boulevard, Room 218

Office Email: usarmy.jackson.id-training.mbx.usag-eeo-office@army.mil

Equal Employment Opportunity Monthly Bulletin



“Promoting EEO, Diversity, and Education”

September 2023

In this issue:

◆ National Hispanic Heritage Month

◆ Benefits of Alternative Dispute Resolution

◆ Anti-Harassment No FEAR Training (FY23)



EEOC News

JURY AWARDS OVER \$36 MILLION IN DISABILITY DISCRIMINATION CASE AGAINST WERNER TRUCKING

ST. LOUIS – A jury in Omaha, Nebraska returned a verdict of \$36,075,000 in favor of the complainant on disability discrimination claims against Drivers Management, LLC and Werner Enterprises, Inc. The jury awarded compensatory and punitive damages, finding that Drivers Management and Werner’s conduct violated the Americans with Disabilities Act (ADA).

QR Code:



National Hispanic Heritage Month

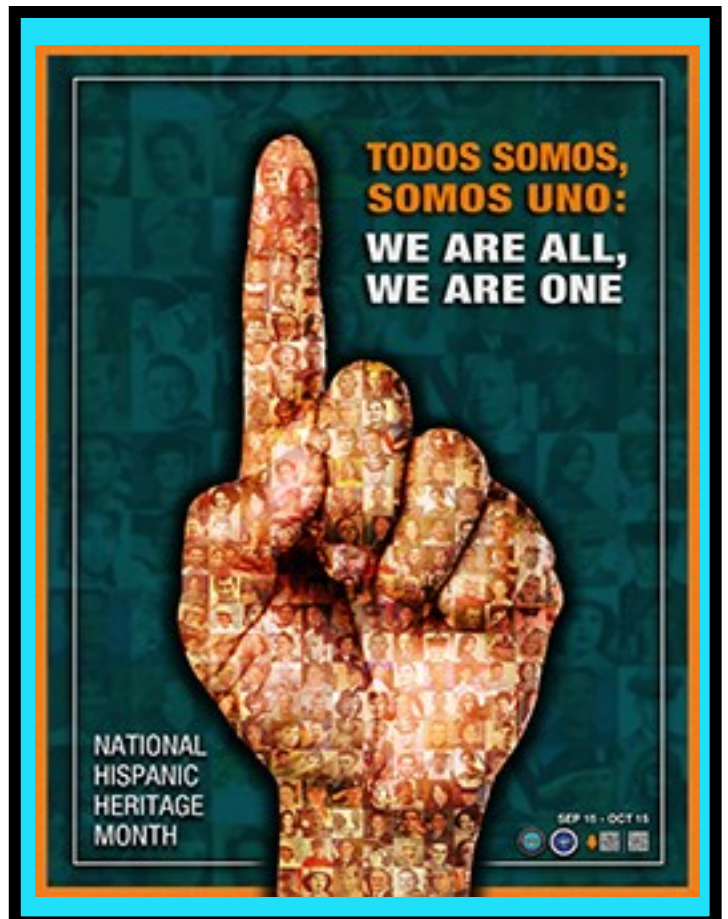
National Hispanic Heritage Month (NHHM) is celebrated from September 15th through October 15th recognizing the important contributions and rich culture of Hispanic Americans. National Hispanic Heritage Month coincides with important dates in many communities and encompasses independence days for several Latin American countries. NHHM is the only Department of Defense cultural observances that always spans over multiple months.

Jennifer Lasko, Human Resources Specialist and Diversity, Equity, Inclusion and Accessibility (DEIA) Advisor at the Bureau of Fiscal Service, U.S. Department of the Treasury submitted the winning theme, “Todos Somos, Somos Uno: We Are All, We Are One.”

She said, “I thought of this theme in retrospect to how we in the Hispanic community represent so many different things (many cultures, many skin colors, many points of views) and yet we are together as one—one community, one people, one vision.”

The Department of Defense joins the nation in honoring the generations of Hispanic Americans who have influenced and enriched our nation, military, and society.

[See the video in the hyperlink on Page 2.](#)



Federal Sector Alternative Dispute Resolution

ADR is a process in which a third party neutral assists the disputants in reaching an amicable resolution through the use of various techniques. ADR describes a variety of approaches to resolve conflict which avoid the cost, delay, and unpredictability of the traditional adjudicatory processes while at the same time improving workplace communication and morale.

In 1990, the Administrative Dispute Resolution Act (ADRA) required each federal agency to adopt a policy on ADR use. In 1996, ADRA was reenacted as the Administrative Dispute Resolution Act of 1996 (ADR Act). In 2000, the Equal Employment Opportunity Commission (EEOC) required all federal agencies to establish or make available an ADR program during the pre-complaint and formal complaint stages of the EEO process. Additionally, EEOC's regulation, 29 C.F.R. § 1614.603, requires agencies to make reasonable efforts to voluntarily settle EEO discrimination complaints as early as possible in, and throughout, the administrative process.

Benefits of ADR

Confidentiality: Alternative processes are typically confidential, meaning the fight is out of the public eye and — more importantly — sensitive documents, trade secrets, etc. are protected from disclosure.

Helps limit the hostility between the parties: Generally with alternative dispute resolution, the parties are both committed to finding a resolution by working together in good faith.

Utilizes a simplified process to resolve issues: ADR generally avoids the formalities and complexity of litigation. For many reasons, alternative dispute resolution is usually less expensive than traditional litigation.

Speedier resolution: ADR almost always leads to a faster resolution of the dispute, meaning both parties can get back to business quicker.

ADR offers both parties the opportunity for a fast and informal settlement of the dispute. Rather than leaving the decision to a third party, such as an Administrative Judge, ADR provides the opportunity to reach an agreement that works for both parties..

EEO Using Official Time

Under 29 CFR Section 1614.605, complainants and representatives who are Army employees have the right to a reasonable amount of official time, if otherwise on duty, to prepare a complaint and to respond to Army and EEOC requests for information. The Army is not obligated to change work schedules, incur overtime wages, or pay travel expenses in order to allow the complainant to select a specific representative or to confer with him or her.

When the Army, the investigator, or an EEOC administrative judge authorizes or requires the presence of a representative or complainant during the investigation or hearing on the complaint, the representative or complainant will be granted official time for the duration of such meeting or hearing regardless of the tour of duty, if otherwise in a pay status. Employees must obtain “supervisory approval” in advance to use duty time to prepare a complaint.

National Hispanic Heritage Month

For more information click the hyperlinks.

[DEOMI Special Observances - \(National Hispanic Heritage Month\)](#)

<https://www.youtube.com/watch?v=MP5sA2nCUvs&feature=youtu>

[Gateway To The Army History](#) [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