



Equal Employment Opportunity
is Everybody's Business



FORT KNOX EQUAL EMPLOYMENT OPPORTUNITY 2nd QTR FY 23



Complaints Considerations

When considering the concept of discrimination in the workplace, have you ever wondered how that idea is qualified in the formal EEO setting? Provided below is an excerpt from an IMCOM EEO Newsletter addressing the question: "For purposes of the EEO program, discrimination is defined as any act or failure to act, impermissible based in whole or in part on a person's race, color, religion, sex, national origin, age, physical or mental disability, genetics, and/or reprisal, that adversely affects privileges, benefits, working conditions, results in disparate treatment, or has a disparate impact on employees, former employees, or applicants for employment. Complaints of discrimination may be filed by individuals who fall within the following categories: Applicants for employment, current employees, former employees, and some contract employees for employment-related issues. These complaints are usually referred to as Title VII complaints. The majority of EEO complaints are filed in this category" (IMCOM ID-T EEO Newsletter, 2020).

Disability Program Discussions

New Guidance from the EEOC: Hearing Disabilities in the Workplace and the Americans with Disabilities Act: Relay Services vs. Other Reasonable Accommodations

People who are deaf, hard of hearing, deafblind, or have speech disabilities may utilize accommodations in order to communicate with others. The provision of reasonable accommodations for qualified federal employees is mandated by applicable laws, such as Section 501 of the Rehabilitation Act which mirrors the requirements of Title I of the Americans with Disabilities Act. There is a difference between telecommunications relay services (TRS) and other reasonable accommodations that are not considered to be TRS. TRS, which are mandated by Title IV of the Americans with Disabilities Act, 47 U.S.C. § 225, are designed to perform the functions of telephone service. Specifically, TRS enable persons who are deaf, hard of hearing, deafblind, or have speech disabilities to communicate by telephone in a manner that is functionally equivalent to telephone services used by persons without such disabilities. 47 U.S.C. § 225(a)(2). TRS is available. The types of TRS that are available include: captioned telephone service, internet protocol (IP) captioned telephone service, IP relay service, speech-to-speech relay service, etc. Federal employees with such disabilities can use relay services at no cost to federal agencies. The federal fund is administered by the FCC's TRS Fund Administrator. Other reasonable accommodations such as video remote interpreting (VRI) services and CART (meeting captioning) services are not forms of TRS. VRI uses videoconferencing technology to provide the services of an interpreter to facilitate an in-person conversation or video meeting. Similarly, CART is a captioning service that converts spoken words into text to facilitate in-person or video-based conversations.

Clint's Corner: What it's like to be an Equal Employment Opportunity (EEO) Specialist

First, I would like to define in my own words, "What is EEO?" EEO is a program that includes training, promotions, and other personnel actions without regards to one's race, color, religion, sex, age, national origin, disability (physical or mental), genetic information, and reprisal. It treats employees equally, opening the workplace to internal and external competition for employment opportunities. It welcomes thoughts, ideas, and insights from a diverse group bringing new approach and revitalizing the workplace environment. If genuinely practiced and observed most employers will have little worries regarding employee retainability, morale, and production.

AR 690-600, AR 690-12, MD110, and 29 CFR 1614 are the regulations that provide guidance, policy, and implementation instructions to the U.S. Department of Army Civilian workforce. Within these documents, readers can fully understand the applicability, purpose, responsibilities, program structure and other topics aligning DA Civilians to good order and practice.

Because of this program's relatedness to both government and private sector employment, I felt inclined to want to know more about it and how it works. It's intricate, yet user-friendly process applies to all employees. The urge to change my career path from being an executive assistant at the Two Star level to become an EEO Specialist was easy. An EEO Specialist has a larger sphere of impact that can affect change within any agency simply by processing one's concern for higher level authorities to decide on. It is a rewarding career path I am grateful for and truly enjoy!

In short, "Best Job I ever had" – (Ayer, D., 2014, *Fury*. Columbia Pictures.)

FT. KNOX EEO TEAM

EEO Director:
Mr. Robert J. Brown

EEO Disability Program Manager:
Mr. James R. Norfleet

EEO Complaint Program Manager:
Mr. Matt Rutkowski

EEO Specialist:
Mr. Clint Castro

52 Third Ave, Bldg 1310,
Fort Knox, KY 40121
Phone: (502) 624-1325 /6196 /3171
Email: usarmy.knox-id-training.mbx.eeo@mail.mil
(Employees located on Fort Knox)

TRADOC EEO TEAM

EEO Complaints Manager:
Ms. Jacquelyn Dukes

EEO Program Manager:
Mr. Joseph Hissim

Phone: (757) 501-6507 / 6505
(Employees located off Fort Knox)

**Equal Employment
Opportunity services
complaints:**

**FOR CIVILIAN EMPLOYEES,
FORMER EMPLOYEES,
APPLICANTS FOR
EMPLOYMENT (U.S. CITIZENS
ONLY) and SOME
CONTRACTORS**

**Individuals who believe they have
been discriminated against based
on race, color, religion, sex,
(including sexual harassment),
age (40 & above), national origin,
physical and/or mental disability,
genetic information, and/or
reprisal in employment matters
have **45 CALENDAR DAYS** from
the date they become aware of
the action to initiate the pre-
complaint process.**