

POM EEO Newsletter

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POM EEO OFFICE

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BEFORE YOU GO TO EEO:

Attempt to resolve wrongs, conflicts, and violations of laws, regulations, or policies at lowest level before you contact the EEO Office.

- 1. Have a dialogue with the offending party**
- 2. Discuss with your Supervisor**
- 3. Use your Chain of Command**

The U.S. Equal Employment Opportunity Commission enforces Federal laws prohibiting employment discrimination. These laws protect you against employment discrimination which involves:

- Unfair treatment because of your race, color, religion, sex (including pregnancy and LGBTQ status), national origin, age (40 or over), disability (mental or physical), reprisal (for prior EEO activity), or genetic information.
- Harassment by managers, coworkers, or others in your workplace, because of your race, color, religion, sex (including pregnancy), national origin, age (40 or over), disability (mental or physical), reprisal (for prior EEO activity), or genetic information.
- Denial of reasonable workplace accommodation that you need because of your religious beliefs or disability.
- Reprisal because you complained about job discrimination or assisted with a discrimination investigation or lawsuit.

Avenues of Redress –Where Can You Go?

Part 2 of a 4 Part Series – Part 2: You can go to the MSPB

Merit Systems Protection Board (MSPB) Prohibited Personnel Practices (PPP)

Prohibited personnel practices are those things a Federal employee with personnel authority may not do. A Federal employee has personnel authority if they can take, direct others to take, recommend, or approve any personnel action. This includes appointments, promotions, discipline, details, transfers, reassignments, reinstatements, or any decisions concerning pay, benefits, training, and any decision to order psychiatric testing or examination. Personnel actions include any significant change in duties, responsibilities, or working conditions which is inconsistent with the employee's salary or grade. People with personnel authority-managers and supervisors are charged with avoiding prohibited personnel practices.

1. Don't **DISCRIMINATE** on the basis of race, color, religion, sex, national origin, age, disability, **marital status, or political affiliation.**
2. Don't **SOLICIT** or **CONSIDER** any personnel recommendation or statement not based on personal knowledge or records of performance, ability, aptitude, general qualifications, character, loyalty, or suitability.
3. Don't **COERCE** an employee's political activity.
4. Don't **DECEIVE** or **OBSTRUCT** any person with respect to such person's right to compete for employment.
5. Don't **INFLUENCE** a person to withdraw from competition for the purpose of improving or injuring the prospects of another person for employment.
6. Don't **GRANT** any preference or advantage not authorized by law, regulation, or rule to any [employee or applicant for the purpose of improving or injuring the prospects of person for employment.]
7. Don't **HIRE** a relative or **ADVOCATE** for employment of a relative.
8. Don't **RETALIATE** against a whistleblower, whether an employee or an applicant.
9. Don't **RETALIATE** against employees or applicants who exercise their appeal rights, testify, cooperate with an Inspector General or the Special Counsel, or refuse to break the law.
10. Don't **DISCRIMINATE** based on actions not adversely affecting performance.
11. Don't **VIOLATE** any law, rule, or regulation implementing or directly concerning the merit principles.
12. Don't **VIOLATE** Veteran's Preference by taking or failure to take a personnel action. (National Defense Authorization Act for fiscal year 1997).
13. **NONDISCLOSURE** policies must be consistent with and do not supersede or alter employee obligations, rights or liabilities provided by executive order or statute, etc.