

**8. GENETICS** — Genetic Information Nondiscrimination Act of 2008 (GINA), makes it illegal to base employment decisions on the genetic information of employees or applicants. It also restricts acquisition of genetic information and strictly limits the disclosure of genetic information.

GINA prohibits the harassment of individuals on the basis of genetic information and retaliation against individuals who have initiated discrimination complaints on the basis of genetics.

**9. REPRISAL** — Reprisal is any act of restraint, interference, coercion or discrimination against any person because the person has opposed the practices made unlawful by Title VII, the Rehabilitation Act and/or the ADEA, EPA, or because the person participated in any stage of the Title VII process, including administrative or judicial proceedings concerning a pre-complaint or formal complaint of discrimination. This protection extends not just to individuals who filed complaints but to management officials, witnesses, and EEO officials.



*Treating People With Dignity and Respect*

If, an employee, former employee, an applicant for employment, or a contract employee, in certain cases, believes that he/she has been treated differently or unfairly because of one or more of these bases, then he/she may initiate a complaint of discrimination.

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***The US Army strives  
to promote dignity,  
respect and  
equality for all***

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**For Additional Information  
Please Contact:**

USAG-Ansbach	DSN 468-7937
USAG-Bavaria	DSN 526-3111
USAG-Benelux	DSN 361-5057
USAG-Italy	DSN 637-7200
USAG Rheinland-Pfalz	DSN 541-2200
USAG-Stuttgart	DSN 430-5256



## IMCOM Europe

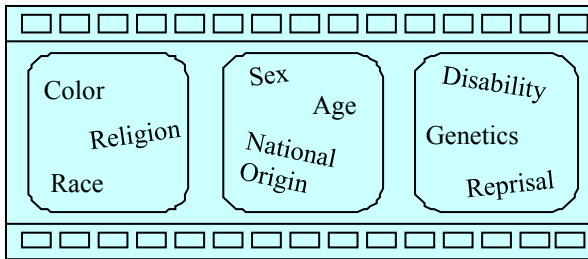
## Equal Employment

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***Basis(es) for Filing an  
EEO Complaint  
Discrimination  
Complaint***

## An EEO complaint is an allegation of discrimination based on:

1. Race
2. Color
3. Religion
4. Sex
5. National Origin
6. Age (40 +)
7. Disability (physical or mental)
8. Genetics
9. Reprisal



**1. RACE** — Title VII does not contain a definition of “race,” nor has the Commission adopted one. For collection of federal data on race and ethnicity, Office of Management and Budget (OMB) has provided the following five racial categories: *American Indian or Alaska Native; Asian; Black or African American; Native Hawaiian or Other Pacific Islander; and White*; and one ethnicity category: *Hispanic or Latino*.

Race discrimination generally encompasses: 1) Ancestry; 2) Physical Characteristics; 3) Race-linked Illness; 4) Culture; 5) Perception; 6) Association, 7) Subgroup or “Race Plus,” and; 8) “Reverse” Race Discrimination.

**2. COLOR** — “Color” is commonly defined as the pigmentation, complexion, or skin shade or tone. Thus, color discrimination occurs when a person is discriminated against based on the lightness, darkness, or other color characteristic of the person. Even though race and color clearly overlap, they are not synonymous. Thus, color discrimination can occur between persons of different races or ethnicities, or between persons of the same race or ethnicity.

**3. RELIGION** — Title VII defines “religion” to include “all aspects of religious observance and practice as well as belief.” Religion includes not only traditional, organized religions such as Christianity, Judaism, Islam, Hinduism, and Buddhism, but also religious beliefs that are new, uncommon, not part of a formal church or sect, only subscribed to by a small number of people, or that seem illogical or unreasonable to others.

**4. SEX** — Sex discrimination is defined as treating someone unfavorably because of that person’s sex, or because of their involvement with an organization that is generally associated with a person’s sex (may not be that person’s sex). Additionally, a person’s gender identity, to include transgender status, or because of sexual orientation is sex discrimination and is a violation under Title VII. Further, discrimination on the basis of pregnancy, childbirth, or related medical conditions because of pregnancy constitutes unlawful sex discrimination under Title VII.

**5. NATIONAL ORIGIN** — National origin discrimination means treating someone less favorably because he/she comes from a particular place, because of his/her ethnicity or accent, or because it is believed that he/she has a particular ethnic background. In addition, National Origin discrimination means treating someone less favorable at work because of his/her marriage or other association with someone of a particular nationality.

**6. AGE** — The Age Discrimination in Employment Act (ADEA) protects individuals who are 40 years of age or older from employment discrimination based on age.

**7. DISABILITY** — The Rehabilitation Act of 1973 defines an individual with a disability as a person who:

- Has a physical or mental impairment that substantially limits one or more major life activities;
- Has a record of such impairment; or
- Is regarded as having such impairment.

