



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OFFICE OF THE ASSISTANT SECRETARY

NOTICE TO EMPLOYEES

POSTED BY ORDER OF THE DIRECTOR OF THE DEPARTMENT OF THE AIR FORCE REVIEW
BOARDS AGENCY, SAF/MRB

This Notice is posted in accordance with 29 CFR §1614.501(a)(1) and pursuant to a Final Agency Decision (FAD), issued May 22, 2024, which found that a per se violation of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791, et seq., and 29 C.F.R. § 1614.203, occurred at Little Rock Air Force Base, Arkansas.

Federal law requires that there be no discrimination against any employee or applicant for employment because of the person's RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, DISABILITY, PREGNANCY, or GENETIC INFORMATION with respect to hiring, firing, promotion, compensation, or other terms, conditions, and/or privileges of employment.

Anti-retaliation provisions make it unlawful to discriminate against an individual because that individual has engaged in protected activity to include, filing a complaint, testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing under Title VII, the ADEA, the Environmental Protection Agency (EPA), the Americans with Disabilities Act (ADA), the Rehabilitation Act, or the Genetic Information Nondiscrimination Act (GINA). Under the ADEA, it is unlawful to discriminate against a person over age forty (40), because of his or her age, with respect to any term, condition, or privilege of employment, including hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training.

This facility was found to have violated non-discrimination laws when, when management failed to timely respond to a complainant's request for reasonable accommodation.

As remedial action for the above-cited violation, this facility was ordered to issue payment, train and consider disciplinary action for responsible management officials, and post the instant Notice to Employees. In addition to making a complainant whole, pursuant to 29 C.F.R. § 1614.501(a)(2), management will take whatever corrective, curative, and preventive actions and will adopt whatever measures are necessary to ensure that the violations of federal EEO law found in this case—and similar violations—do not recur.

This facility will comply with federal law and will not in any manner, restrain, interfere, coerce, or retaliate against any individual who exercises their right to oppose practices made unlawful by, or who participate in proceedings pursuant to, federal equal employment opportunity law.

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Name

19th Airlift Wing Staff Judge Advocate

Title

Date Posted: 14 June 24

Posting Expires: 14 August 24