

**DATA REQUEST FORM**  
**for**  
**FY 2018 AGE ACT REPORT**

**DUE December 31, 2018**

Reporting Agency: US General Services Administration

**1. Status of Regulations Implementing the Age Act**

Please provide the status of your agency's regulation implementing the Age Act. If your regulation has not been published, please provide the anticipated publication date, actions taken in FY 2018 to facilitate publication, and an explanation for any delay in publication. If your regulation has been published, please provide the date of publication.

The US General Services Administration (GSA) published its implementing regulation, Discrimination Prohibited on the Basis of Age, on June 4, 1985, located at 41 CFR 101-8.7 et seq.

**2. Complaint and Compliance Review Activity**

A. Complaints

- 1) Please describe the most frequent issues investigated in Age Act complaints;
- 2) Discuss any pattern or practice of age discrimination evidenced in the complaint investigations; and
- 3) Provide an analysis of your complaint data that addresses the progress of your agency in reducing age discrimination.

In FY 2018, GSA did not receive any complaints filed against recipients of Federal financial assistance alleging age as a basis.

B. Compliance Reviews

- 1) Please describe the most frequent issues investigated in Age Act compliance reviews;
- 2) Discuss any pattern or practice of age discrimination evidenced in the compliance reviews; and
- 3) Provide an analysis of your compliance review data that addresses the progress of your agency in reducing age discrimination.

Each year, GSA's Office of Civil Rights (OCR) conducts periodic compliance reviews of state agencies that administer the Federal Surplus Personal Property Donation Program. In FY 2018, GSA reviewed the Oregon, North Dakota, South Dakota, Wisconsin, Utah, New Hampshire, New Mexico, Kansas, Tennessee, Idaho, and Oklahoma State Agencies for Surplus Property, which included a review to ensure methods of administration were in place to ensure compliance with applicable civil rights laws, to include the Age Act. No age-based civil rights investigations of GSA recipients were conducted in FY 2018. No patterns or practices were identified regarding age discrimination in any of GSA's federally assisted programs and activities. GSA's OCR also conducted civil rights training of staff at the state agencies reviewed in FY 2018, which included coverage of the Age Act.

C. Significant Cases

Please provide a short narrative of any Age Act case resolutions that your agency considers significant, based on the issues considered, the analysis conducted, or the result obtained.

GSA did not receive or process any complaints/cases involving age discrimination in any of GSA's federally assisted programs or activities as an alleged basis during FY 2018.

D. Inventory Tables

Please complete corresponding Inventory Tables I and II on page 3.

**3. Mediation Mechanisms**

A. How many of your complaints did your agency refer to the Federal Mediation Conciliation Service (FMCS)?

GSA did not receive any complaints against federally assisted programs or activities with age as an alleged basis in FY 2018. Therefore, no referrals were made to FMCS regarding same.

B. If your agency did not refer complaints to FMCS but attempted mediation through other efforts, please identify the mediation entity used.

Not applicable.

C. If your agency did not use mediation in some cases, please explain why for each case.

Not applicable.

D. Of those cases mediated by FMCS or other entities, please identify the number of successful and unsuccessful mediations or attempted mediations.

Not applicable.

E. Please complete the corresponding Inventory Table III on page 4.

Not applicable.

**4. Other Activities Implementing the Age Act**

Please describe the other activities your agency has taken to carry out the requirements of the Age Act during Fiscal Year 2018. Where applicable, provide the number of individuals who benefited from the activity and the positive outcomes.

A. Technical Assistance and Outreach (i.e., assistance provided directly to a specific recipient or small group of recipients regarding the Age Act, presentations to recipients or the public regarding the Age Act, materials provided to the public, including websites, etc.)

GSA's OCR provides technical assistance upon request or when OCR identifies a civil rights compliance concern. No technical assistance regarding the Age Act was provided to specific recipients in FY 2018. However, outreach and training were provided, which is noted in our response to 4C below.

B. Agency Staff Training (i.e., training provided to your own agency's staff on the Age Act)

OCR staff is committed to professional development through ongoing review of case law and decisions regarding applicable Federal civil rights laws, regulations and guidance, which includes Age Act compliance.

C. Other Activities (e.g., training given to other Federal agencies on the Age Act, or other activities)

GSA regularly distributes non-discrimination posters to recipients for prominent display at their place(s) of operation. The posters contain information regarding the Age Act. In FY 2018, GSA's OCR staff conducted webinars and on-site training regarding the civil rights responsibilities of the In FY 2018, GSA reviewed the Oregon, North Dakota, South Dakota, Wisconsin, Utah, New Hampshire, New Mexico, Kansas, Tennessee, Idaho, North Carolina and Oklahoma State Agencies for State Agencies for Surplus Property (SASP), which included information regarding their responsibilities under the Age Act. No age discrimination concerns were identified as a result of the SASP reviews conducted during FY 2018.

**TABLE I:  
INVENTORY OF AGE DISCRIMINATION ACT COMPLAINTS  
(Carried Into and Received During FY 2018)**

<b>(1) Age Act Complaint Workload FY 2018</b>			
	(a) Age Act Complaints Carried Over from FY 2017	0	
	(b) Age Act Complaints Received in FY 2018	0	
	<b>(c) Total Workload FY 2018</b>	<b>SUM (a) plus (b)</b>	<b>0</b>
<b>(2) Age Act Complaints Closed in FY 2018</b>			
	(a) Resolved based on insufficient evidence of a violation or no violation	0	
	(b) Resolved based on agreement to implement corrective action or other change, without a specific finding of a violation	0	
	(c) Resolved based on a specific finding of a violation, issuance of a Letter of Findings, and agreement to take corrective action	0	
	(d) Resolved administratively (e.g. no jurisdiction, complaint withdrawn, etc.)	0	
	<b>(e) Total Closures FY 2018</b>	<b>SUM (a) through (d)</b>	<b>0</b>
<b>(3) Age Act Cases Pending at the End of FY 2018</b>		Line (1)(c) minus Line (2)(e)	0

**TABLE II:  
INVENTORY OF AGE DISCRIMINATION ACT COMPLIANCE REVIEWS  
(Carried Into and Initiated During FY 2018)**

<b>(1) Age Act Compliance Review Workload FY 2018</b>			
	(a) Compliance Reviews Carried Over from FY 2017	0	
	(b) Compliance Reviews Initiated in FY 2018	0	
	<b>(c) Total Compliance Review Workload FY 2018</b>	<b>SUM (a) plus (b)</b>	<b>0</b>
<b>(2) Age Act Compliance Reviews Closed in FY 2018</b>			
	(a) Resolved based on insufficient evidence of a violation or no violation	0	
	(b) Resolved based on agreement to implement corrective action or other change, without a specific finding of a violation	0	
	(c) Resolved based on a specific finding of a violation, issuance of a Letter of Findings, and agreement to take corrective action	0	
	(d) Resolved administratively or other closure (explain below)	0	
	<b>(e) Total Closures FY 2018</b>	<b>SUM (a) through (d)</b>	<b>0</b>

<b>(3) Age Act Compliance Reviews Pending at the End of FY 2018</b>	<b>Line (1)(c) minus Line (2)(e)</b>	0
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**TABLE III:  
INVENTORY OF AGE DISCRIMINATION ACT MEDIATION ACTIVITIES  
(Carried Into and Initiated During FY 2018)**

<b>(1) Age Act Complaints Referred to FMCS in FY 2018</b>		0
<b>(2) Age Act Complaints Not Referred to FMCS in FY 2018</b>		
	(a) ...because referred to another mediator	0
	(b) ...because mediated in-house	0
	(c) ...because referred in a previous year	0
	(d) ...because complaint was resolved through administrative closure (e.g. no jurisdiction, etc.)	0
	(e) ...for another reason; please explain below	0
	<b>(f) Total Complaints Not Referred in FY 2018</b>	<b>Sum (a) through (e)</b>
		0