



U.S. General Services Administration

NOTICE TO EMPLOYEES

Posted by Order of the U.S. General Services Administration's Office of Civil Rights

This Notice is issued pursuant to U.S. Equal Employment Opportunity Commission Title 29 Code of Federal Regulation ("C.F.R.") Section ("Sec.") 1614.501(a)(1), which requires notice to all employees in the affected facility of their right to be free of unlawful discrimination when an agency finds that an employee has been subjected to unlawful discrimination.

On February 11, 2021, the U.S. General Services Administration ("GSA") was found to have violated the Rehabilitation Act of 1973, as amended, Title 29 United States Code Sec. 701, *et seq.*, when it failed to provide a reasonable accommodation to a qualified individual with a disability and subjected the employee to retaliation in violation of the anti-retaliation provisions of the Rehabilitation Act.

Federal law prohibits discrimination against any employee or applicant for employment because of the individual's race, color, religion, sex, national origin, age, disability, or genetic information. Prohibited discrimination includes taking adverse action with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment. Additionally, an employee or applicant for employment may not be subjected to retaliation for engaging in protected activity, such as opposing unlawful discrimination at GSA, participating in the equal employment opportunity ("EEO") process (e.g., filing an EEO complaint or serving as a witness in an EEO matter), or requesting a reasonable accommodation on the basis of a disability or religious practice, observance, or belief.

GSA will comply with federal law and will not in any manner restrain, interfere with, coerce, or retaliate against any individual who exercises their right to oppose practices made unlawful by, or who participates in proceedings pursuant to, federal EEO laws.

If any employee or applicant for employment believes that they have been subjected to unlawful discrimination or harassment on the basis of race, color, religion, sex (including pregnancy, sexual orientation and gender



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identity and/or expression, transgender status, gender non-conformity, or sex stereotyping of any kind), national origin, disability, age, or genetic information – or retaliated against for EEO activity – they should contact GSA’s Office of Civil Rights (“OCR”) within 45 calendar days of the alleged discriminatory action, as set forth in the regulatory timeframe found at Title 29 C.F.R Sec. 1614 (a)(1). You may contact OCR at eeo@gsa.gov or call at 202-501-0767. (Federal Relay 800-877-8339).

X *Sonny Hashmi*

Sonny Hashmi
Commissioner, Federal Acquisition Service

Date Posted: 3/15/2021

Posting Expires: 3/14/2022