

OFFICE OF EQUAL OPPORTUNITY AND CIVIL RIGHTS

Equal Employment Opportunity is the Law

Federal Law (Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, and the Equal Pay Act of 1963) prohibits employment discrimination and requires the Agency to afford equal opportunity to employees regardless of their race, color, sex, age (40+), religion, national origin, physical or mental disability or participation in EEO activities. Additionally, Executive Order (EO) 11478, as amended by EO 13087, prohibits discrimination on the basis of sexual orientation.

HOW TO PRESENT AN EEO CLAIM

WHO CAN FILE:

Any present or former Centers for Medicare & Medicaid Services (CMS) employee or applicant for employment who believes he or she has been discriminated against because of his or her race, color, sex, sexual orientation, religion, age (40+), national origin, physical/mental disability, and/or in retaliation for past EEO activity, may file an EEO complaint.

WHEN MUST ALLEGATIONS OF DISCRIMINATION BE RAISED:

Before filing an EEO complaint, you must initiate contact with an EEO counselor within 45 calendar days of the date of the alleged discriminatory act or, if a personnel action is involved, within 45 calendar days of its effective date. Class action allegations must be presented by a class agent within 45 calendar days of the date when the specific policy or practice adversely affected the class agent.

HOW TO INITIATE THE EEO PROCESS:

Contact one of the counselors identified on this poster or contact the Office of Equal Opportunity and Civil Rights (OEOCR).



Glenn Locklear

Glenn Locklear
EEO Counseling Coordinator
OEOCR
N2-22-17
410-786-5944
410-786-9549 (fax)
glocklear@cms.hhs.gov

OEOCR
N2-22-17
7500 Security Blvd.
Baltimore, MD 21244-1850
410-786-5110
http://cmsnet.cms.hhs.gov/hpages/oecr/About_OEOCR.htm

WHAT INFORMATION IS NEEDED:

- Your name, mailing address, and telephone number.
- Your position, grade, component.
- The specific basis(es) of discrimination alleged; i.e., race, color, etc.
- A brief description of the action that gave rise to the complaint, the date of event(s), and the requested remedy.
- As appropriate, supporting documentation and a list of potential witnesses.

CAN I REQUEST ALTERNATIVE DISPUTE RESOLUTION (ADR) INSTEAD OF EEO COUNSELING?

After initiating contact with an EEO Counselor, you will be provided information about the traditional EEO Counseling process and the Agency's ADR Process for EEO complaints. In most cases, you will be advised that you have to exercise an election option, proceeding in the precomplaint stage using either ADR/mediation or traditional EEO Counseling.

Information regarding other EEO services such as Special Emphasis Programs, Training and Reasonable Accommodation may be obtained by contacting the OEOCR on 410-786-5110.

DO NOT REMOVE - POSTING REQUIRED UNDER FEDERAL LAW



Mike Bussacca
Central Office
410-786-4602



Alberta Dwivedi
Central Office
410-786-0763



Jeane Nitsch
Central Office
410-786-1411



Karen Roane
Central Office
410-786-6992



Elliott Weisman
Central Office
410-786-5639



Gabino Martínez-Paz
Boston RO
617-565-1307



Vennetta Harrison
New York RO
212-264-1895



Suzanne Bradley
Philadelphia RO
215-861-4731



Francetta Crowley
Atlanta RO
404-562-7363



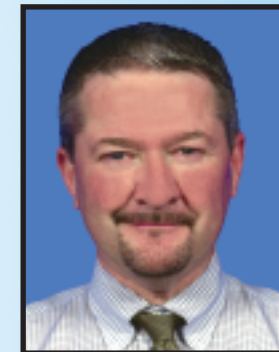
Doris Ross
Chicago RO
312-353-9843



Margaret Rose Cano
Dallas RO
214-767-6394



Frank Campbell
Kansas City RO
816-426-6455



Michael Bishop
Denver RO
303-844-7032



Jullin Kwok
San Francisco RO
415-744-3608



Jonella Windell
Seattle RO
206-615-2385