



United States Department of State
Office of Civil Rights
Washington, DC 20520-7428

**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE DEPARTMENT OF STATE
An Agency of the United States Government**

This Notice is posted pursuant to a Final Agency Decision issued by the Office of Civil Rights (S/OCR), dated June 6, 2022. S/OCR found that a violation of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791 et seq., has occurred at the Department of State's Foreign Affairs Security Training Center in Blackstone, Virginia (hereinafter this facility).

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 or GENETIC INFORMATION with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

This facility was found to have unlawfully discriminated against an employee on basis of disability by failure to provide a reasonable accommodation in June 2021. The facility was ordered to determine the employee's entitlement to compensatory damages; conduct training related to reasonable accommodations; determine an appropriate reasonable accommodation; review and revise its reasonable accommodation policy; and post this notice. This facility will ensure that officials responsible for personnel decisions and terms and conditions of employment will abide by the requirements of all federal equal employment opportunity laws and will not retaliate against employees who file EEO complaints.

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

A handwritten signature in black ink that reads "Gregory B. Smith".

Gregory B. Smith
Director, Office of Civil Rights

Date Posted: July 14, 2022
Posting Expires: July 14, 2023
29 C.F.R. Part 1614