



EEO Quarterly News You Can Use



Garrison Values

- R**espect & Dignity
- I**ntegrity
- L**earning
- E**xcellence
- Y**es to Service

Fort Riley is the best place to Live, Train, Deploy From, Come Home To, and Retire.

Ft Riley EEO Staff

Director: Ms. Kathy Bellinder (239-6698)

Complaints Manager: Ms. Jackie Price (starting 2 October) (239-2741)

Special Emphasis/Disability Program Manager: Mr. Jeffrey Greer (239-3263)

Location: 510 Huebner Road (Grimes Hall), 1st Floor

EEO WEBSITE: <http://www.riley.army.mil/Units/GarrisonCommand/EqualEmploymentOpportunity>

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From the EEO Officer

There is an annual requirement for EEO, Anti-Harassment & No Fear Training for ALL Department of the Army employees. Fort Riley has not reached the 100% mark for fiscal year 2016. There are two commands that are 100% complete and that is Army Sustainment Command and Network Enterprise Tech Command. The rest of the commands to include all the other tenant commands still have a lot of work to do to reach 100%.

The training covers the EEO process, to include the 45 calendar days to contact the EEO office to file a pre-complaint. It also covers other additional information that is useful, for example prohibited personal practices.

Employees need to log into ATRRS to register for the course. EEO-203A is for employees and EEO-203B is for supervisors. The next step is to log into AKO and click on "My Training". Click on the ALMS icon to launch the training. The training only takes 10-15 minutes to complete. Once completed, then you will click on "Completed Training in ALMS". Click on the "Actions" link and print your certificate. If a more detailed explanation of how to access the training is needed, then please contact the EEO office at 239-6698.

Special points of interest:

- Women's Equality (August)
- Hispanic Heritage (September)

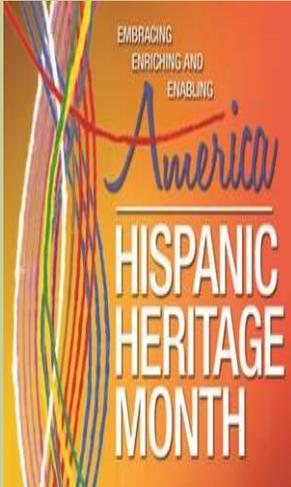
Fun Facts on Hispanic Heritage Month

Hispanic Heritage Month Fun Facts: September 15th was chosen as the starting point of Hispanic Heritage Month because it is the anniversary of independence for five Latin American countries—Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico declared its independence on September 16th, and Chile on September 18th.

Many Hispanics fought on both sides in the U.S. Civil War. They came from all socio-economic levels, from the wealthy who fought to protect their way of life to poor laborers trying to improve their fortunes. By the end of the war, more than 20,000 Hispanics had served.

Mexican-American César Chávez (1927–1993) was a prominent union leader and labor organizer. In 1962, he co-founded the National Farm Workers Association, which later became the United Farm Workers. Using nonviolent methods—such as boycotts, marches, and hunger strikes—Chávez secured raises and improved conditions for farm workers in California, Texas, Arizona, and Florida.

Eleven Hispanic women have served in Congress, all in the House, and nine of them serve in the 114th Congress. Of these, two are sisters.



Employer Best Practices for Workers with Caregiving Responsibilities

Currently, many workers juggle both work and caregiving responsibilities. Those responsibilities extend not only to spouses and children, but also to parents and other older family members, or relatives with disabilities. While women, particularly women of color, remain disproportionately likely to exercise primary caregiving responsibilities, men have increasingly assumed caretaking duties for children, parents and relatives with disabilities.

What organizations can do to prevent complaints of unlawful discrimination.

1. Organizations need to ensure that managers at all levels are aware of, and comply with, the organization's work-life policies/programs, like FMLA, flexible work schedules, and etc.
2. Respond to complaints of caregiver discrimination efficiently and effectively. Investigate complaints promptly and thoroughly. Take corrective action and implement corrective and preventive measures as necessary to resolve the situation and prevent problems from arising in the future.
3. Protect against retaliation. Provide clear and credible assurances that if employees make complaints or provide information related to complaints about unfair treatment of caregivers, the employer will protect them from retaliation. Ensure that these anti-retaliation measures are enforced.

<https://www.eeoc.gov/policy/docs/caregiver-best-practices.html>

Mediation and Its Advantages

Mediation is a form of Alternative Dispute Resolution (ADR) that is offered as an alternative to the traditional investigative or litigation process. Mediation is an informal process in which a neutral third party assists the opposing parties to reach a voluntary, negotiated resolution of a charge of discrimination. Mediation gives the parties the opportunity to discuss the issues raised in the charge, clear up misunderstandings, determine the underlying interests or concerns, find areas of agreement and, ultimately, to incorporate those areas of agreements into solutions. A mediator does not impose a decision on the parties. The mediator helps the parties to agree on a mutually acceptable resolution.

Some of the Advantages are:

FREE: Mediation is available at no cost to the parties.

FAIR AND NEUTRAL: Parties have an equal say in the process and decide settlement terms, not the mediator. There is no determination of guilt or innocence in the process.

SAVES TIME AND MONEY: Mediation usually occurs early in the charge process, and many mediations are completed in one meeting. Legal or other representation is optional but not required.

CONFIDENTIAL: All parties sign an agreement of confidentiality. Information disclosed during mediation will not be revealed to anyone, including the EEO staff.

FOSTERS COOPERATION: Mediation fosters a problem solving approach to complaints and workplace disruptions are reduced. With an investigation, even if the case is dismissed, the underlying problems may remain, affecting others in the workforce.

IMPROVES COMMUNICATIONS: Mediation provides a neutral and confidential setting where both parties can openly discuss their views on the underlying dispute.

DISCOVER THE REAL ISSUES IN YOUR WORKPLACE: Parties share information, which can lead to a better understanding of issues affecting the workplace.

DESIGN YOUR OWN SOLUTION: A neutral third party assists the parties in the reaching a voluntary, mutually beneficial resolution. Mediation can resolve all issues important to the parties, not just the underlying dispute.

EVERYONE WINS: An independent survey showed 96% of all respondents and 91% of all charging parties who used mediation would use it again if offered.

The goal of resolving conflict in a relationship is not **victory** or **defeat**. It's reaching **understanding & letting go** of our need to be right.

www.TheBestStatusMessages.com



Thanks to compromise they were moving closer.

Millennials better at technology? Not so fast.

“Technology gives us power, but it does not and cannot tell us how to use that power. Thanks to technology, we can instantly communicate across the world, but it still doesn't help us know what to say.”

Jonathan Sacks

Some of us believe in the stereotype that younger individuals are better at adapting to new technology than older individuals. There is good reason never to stereotype anyone about anything, especially in the work force. Bill Gates and Linus Torvalds (think Linux OS) were on the covers of technology and news magazines in their 20s but both are still engaged and considered movers and shakers well after the time they became members of the “older” generation.

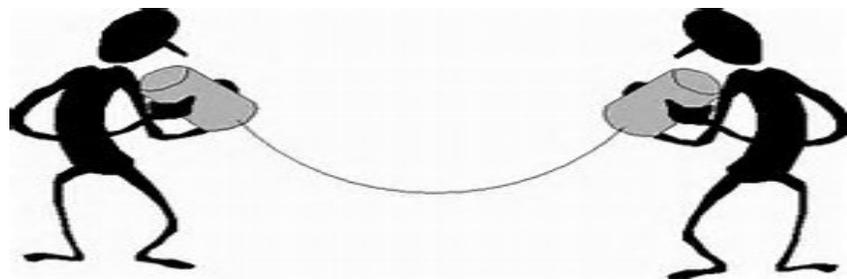
A recent study sponsored by Dropbox and Ipsos Mori, a London based market research firm, surveyed more than 4000 technology workers in Europe and the US. The study found that people over 55 use an average of 4.9 forms of technology per week which above the overall average of 4.7 that are used by the general population which includes the younger workers. The study also found that the older worker found the use of new technology in the workplace less stressful than the younger workers. 36 percent of the workers between 18 and 34 years old find the tech in the workplace stressful versus only 25 percent of the older population. Older workers also found it less stressful to work with multiple devices than the younger crowd.

So what is going on? One hypothesis proposes that younger workers are used to working with technology in their personal lives and have the latest technology available. Some of the technology in the workplace may not be as up to date and as modifiable to personal preferences as the technology they are used to using. That leads to frustration that the workplace technology may not be up to snuff. However, the older workers have had to deal with many changes over the years and may be more willing to use whatever is available to get the job done. Sometimes the experience and perspective of the older worker is beneficial.

Bottom line, we need to work together and share our diverse experience and knowledge to maximize productivity and get the



job done.



Witness Participation

Equal Employment Opportunity (EEO) is the Garrison Commander's program. The Garrison's leadership all consider the EEO program essential, frequently stating that, "Everyone should be treated with dignity and respect." It is the responsibility of every federal employee to participate in the EEO process, no matter what the role. Under Equal Employment Opportunity Commission (EEOC) regulations and the agency's (US Army) management directives, agencies must compel federal employees to fully cooperate during the processing of EEO complaints or risk sanctions. Non-federal employees including retirees, cannot be compelled to participate, but they may participate voluntarily.

The EEOC administrative judge (AJ) has several sanctions available that can be used against an agency that fails to compel its employee's cooperation in the complaint process. The EEO complaint process includes the investigation, pre-hearing discovery, and the hearing itself. The sanctions can be as severe as issuing a decision fully in favor of the complainant, regardless of the merits of the case. Due to the severity of the sanctions available to an EEOC administrative judge, the agency may find it necessary to discipline an employee that fails to cooperate in the EEO process.

It is important for employees to remember that the EEO process is administrative in nature. It is not the purpose of the process to mete out discipline, but merely to resolve issues. This is especially true during the informal pre-complaint stage. In this stage, the EEO Counselor is only gathering statements from witnesses that have direct knowledge of the issues at hand. There are always two sides to every coin. It is important to capture every side of discriminatory issues that may arise as early as possible after the issues have been identified. That way, the process can lead to an early resolution which is the best possible way to restore morale and productivity in the workplace.

