

Equal Employment Opportunity

at OSC

It is the policy of the United States government to provide equal opportunity in employment for all persons, to prohibit discrimination, including harassment, because of race, color, religion, sex (including pregnancy and gender identity), sexual orientation, national origin, age, physical or mental disability, or genetic information (including family medical history), and to promote the full realization of equal employment opportunity through a continuing affirmative program in each agency.

No person shall be subject to retaliation for opposing any practice made unlawful by Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act, the Rehabilitation Act, or the Genetic Information Nondiscrimination Act, or for participating in any stage of administrative or judicial proceedings under those statutes.

NOTICE

If you believe you have been discriminated against on one of the above-listed bases and would like to use the Equal Employment Opportunity (EEO) process, contact an EEO counselor within **45 days** of the date of the matter alleged to be discriminatory or, in the case of a personnel action, within **45 days** of the effective date of the action.

OSC or the U.S. Equal Employment Opportunity Commission (EEOC) may extend the 45-day limit if you show that you (a) were not aware of the time limit; (b) did not know and reasonably should not have known that the discriminatory matter or personnel action occurred; (c) despite due diligence, were prevented by circumstances beyond your control from contacting an EEO counselor within the time limit; or (d) for other reasons considered sufficient by OSC or EEOC.

Procedures set forth in title 29 of the Code of Federal Regulations ([at Part 1614](#)) will be followed in connection with EEO counseling; the filing, acceptance and investigation of formal complaints of discrimination; and appeals of employment discrimination filed by Federal employees and applicants for employment.

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