



OFFICE OF THE ASSISTANT SECRETARY

DEPARTMENT OF THE AIR FORCE  
WASHINGTON, DC



**NOTICE TO EMPLOYEES**

POSTED BY ORDER OF THE DIRECTOR OF THE DEPARTEMENT OF THE AIR FORCE REVIEW  
BOARDS AGENCY, AFRBA

This Notice is posted in accordance with 29 CFR §1614.501(a)(1) and pursuant to a Final Agency Decision (FAD), issued May 8, 2026, which found that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §2000e, *et seq.* has occurred at Joint Base Langley-Eustis, Virginia.

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

Anti-retaliation provisions make it unlawful to discriminate against an individual because that individual has engaged in protected activity to include, filing a complaint, testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing under Title VII, the ADEA, the Environmental Protection Agency (EPA), the Americans with Disabilities Act (ADA), the Rehabilitation Act, or the Genetic Information Nondiscrimination Act (GINA). Under the ADEA, it is unlawful to discriminate against a person over age forty (40), because of his or her age, with respect to any term, condition, or privilege of employment, including hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training.

This facility was found to have violated non-discrimination laws when, because of an employee's sexual orientation, the employee (hereafter identified as "complainant") was not selected for a promotion.

This facility was ordered to retroactively promote the complainant into the position at issue, pay back pay and benefits, pay non-pecuniary compensatory damages; pay complainant's attorney's fees; take corrective, curative, or preventative action to ensure similar violations of the law will not recur, provide preventive sexual harassment training and post a Notice to Employees. 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 discriminate or retaliate against applicants or employees who engage in protected EEO activity.

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

HENDRICKS.DAWN. Digitally signed by  
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Name

633 ABW, Equal Opportunity Director

Title

Date Posted: 5 June 2026

Posting Expires: 5 June 2027