

**NOTICE TO EMPLOYEES**  
**POSTED BY ORDER OF THE**  
**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**An Agency of the United States Government**

This Notice is posted pursuant to an order by the United States Equal Employment Opportunity Commission dated November 14, 2024, which found that a violation of federal regulations has occurred at the U.S. Department of the Air Force's Joint Base Langley-Eustis (JBLE) Equal Employment Opportunity (EEO) Office (hereinafter the "Agency").

In accordance with 29 C.F.R. §1614.108(e), an agency shall complete an EEO investigation within 180 days of the date of filing of a formal complaint unless, by written agreement within that time period, the complainant and the agency voluntarily extend the time period for not more than an additional 90 days. An agency may unilaterally extend the time period or any period of the extension for not more than 30 days when it must sanitize a complaint file that may contain classified information. This facility, however, failed to comply with applicable regulations as follows:

1. The Agency failed to complete its investigation of a Formal Complaint within 180 days, as required by 29 C.F.R. § 1614.108(e) and (f) and MD-110, ch. 5, sec. V.B.
2. The Agency did not provide a copy of the investigatory file to the complainant within 180 days, as required by 29 C.F.R. § 1614.108(f).

This facility will ensure that responsible officials are aware of and abide by equal employment opportunity laws and comply with regulatory time limits.

Federal agencies 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.

Duly Authorized Agency Representative: Dawn Hendricks

633d Air Base Wing Equal Opportunity Director



Date Posted: 27 June 2025

Posting Expires: 27 June 2026

29 C.F.R. Part 1614