



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20013

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 21 July 2021 which found that a violation of Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, 29 U.S.C. § 791 et seq., has occurred at the Fort Eustis Occupational Health Clinic in 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, or DISABILITY with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

This facility violated the Rehabilitation Act when after requiring a civilian applicant who was hired conditioned on passing a fitness for duty examination (FFDE) at the Army's Fort Eustis Occupational Health Clinic, he was made ultimately responsible for payment for FFDE examinations the Clinic required he undergo by physicians outside the Clinic even though they were partly or fully covered by his health insurance. This facility was ordered to pay the complainant compensatory damages for the delay in his hiring related to this unlawful practice, as well as to pay the complainant's attorney's fees and costs.

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.

Agency's Authorized Representative: Ann Marie Bush

Date Posted: March 17, 2022

Posting Expires: May 16, 2022