

## **3 FAM 1550 FREEDOM FROM RETALIATION/REPRISAL AND COMPLAINTS OF REPRISAL**

*(CT:PER-541; 06-02-2005)*  
*(Office Of Origin: OCR)*

### **3 FAM 1551 POLICY**

*(CT:PER-541; 06-02-2005)*  
*(State)*  
*(Foreign Service and Civil Service Employees)*

In accordance with Title VII of the Civil Rights Act of 1964 (Title VII), the Department of State prohibits retaliation or reprisal against any employee or applicant for employment because of that person's participation in prior EEO protected activity or because of his/her opposition to illegal discrimination. The Department ensures that all employees and applicants are free to exercise their rights to participate in the administrative EEO process under all applicable civil rights and equal opportunity laws, regulations, and provisions.

### **3 FAM 1552 AUTHORITY**

*(CT:PER-541; 06-02-2005)*  
*(State)*  
*(Foreign Service and Civil Service Employees)*

- a. Title VII of the Civil Rights Act of 1964, as amended (Title VII) (42 U.S.C. 2000e *et seq.*).
- b. The Age Discrimination in Employment Act, as amended (ADEA) (29 U.S.C. 206(d)).
- c. The Rehabilitation Act of 1973, as amended (Rehabilitation Act) (29 U.S.C. 791 *et seq.*).
- d. The Equal Pay Act of 1963, as amended (29 U.S.C. 206(d)).

- e. The Foreign Service Act of 1980, as amended (22 U.S.C. 3901(b)(1)).
- f. Equal Employment Opportunity Commission (EEOC) regulations contained in 29 CFR 1614.

### **3 FAM 1553 APPLICABILITY**

*(CT:PER-541; 06-02-2005)*

*(State)*

*(Foreign Service and Civil Service Employees)*

These regulations apply to all U.S. citizen Foreign Service and Civil Service employees and employment applicants of the Department of State, not including non-U.S. citizens located outside the territorial boundaries of the United States.

### **3 FAM 1554 PROCEDURES AND GUIDELINES GOVERNING ALLEGATIONS OF RETALIATION/REPRISAL**

*(CT:PER-541; 06-02-2005)*

*(State)*

*(Foreign Service and Civil Service Employees)*

- a. Any complainant, witness or representative who alleges restraint, coercion, interference, retaliation, reprisal or discrimination for having participated in protected EEO activity (*e.g.*, meeting with an official logically connected to the EEO process, filing an EEO complaint, appearing as a witness in another's EEO complaint, etc.), or for opposing illegal discrimination consistent with EEOC's interpretation of this activity, may enter the EEO administrative complaint process on that basis.
- b. Procedures on the filing and processing of complaints of discrimination under the authorities contained in this chapter are published in 3 FAH-1 H-1510.

### **3 FAM 1555 THROUGH 1559 UNASSIGNED**