

## Some Upcoming Events

### April 2020

Cancer Control Month

Limb Loss Awareness Month

Minority Health Month

Sexual Assault Awareness and Prevention Month

World Autism Awareness Day

April 2

Pan American Day/Week

April 14-20

Cancelled: DIVAC Quarterly Meeting

April 15

Days of Remembrance

April 19-26

Holocaust Remembrance Day

April 21

(Cancelled: 2020 Federal Inter-Agency Holocaust Remembrance Program)

Take our Daughters and Sons to Work Day

April 23

Ramadan

April 23-May 23

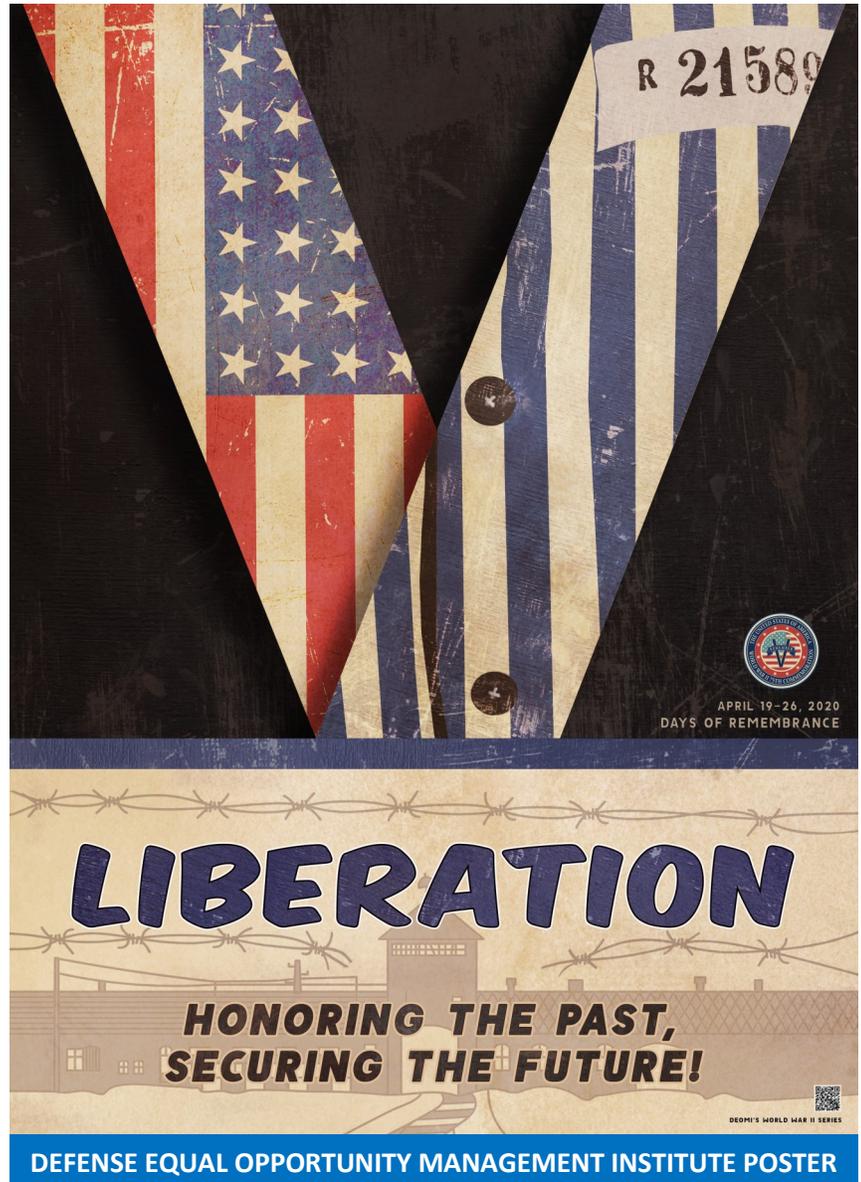
National Day of Silence

April 24

## ORM

### Steps Toward Conflict Resolution

You can contact the Office of Resolution Management (ORM) toll-free at 1-888-566-3982 (TTY/TDD at 1-888-626-9008), from 8 a.m. to 4:30 p.m. in all time zones, and speak with a specialist regarding [Equal Employment Opportunity Complaint Processing](#), [Alternative Dispute Resolution](#), and the [Harassment Prevention Program](#). To file a discrimination or harassment complaint, you must contact [ORM](#) within 45 calendar days of the date of the alleged discriminatory incident.



## Commemorate

### Holocaust Remembrance Day, Days of Remembrance

VA joins the Nation in commemorating Holocaust Remembrance Day on Tuesday, April 21. The internationally recognized date for Holocaust Remembrance Day corresponds to the 27th day of Nisan on the Hebrew calendar. It marks the anniversary of the Warsaw Ghetto Uprising, a revolt by residents of the Jewish ghetto in Nazi-occupied Warsaw, Poland. The Warsaw uprising inspired other revolts in extermination camps and ghettos throughout German-occupied Eastern Europe. In Hebrew, Holocaust Remembrance Day is called Yom Hashoah. In the United States, Days of Remembrance runs from the Sunday before Yom Hashoah through the following Sunday. [Continued on page 3.](#)



# PUBLIC SERVICE RECOGNITION WEEK

MAY 3-9, 2020

## VA APPLAUDS ITS EMPLOYEES

MAY3

MAY4

MAY5

MAY6

MAY7

MAY8

MAY9

### *VA Recognizes Its Workforce Is Its Most Valuable Asset*

During Public Service Recognition Week, VA celebrates and honors its public servants for their contributions to the Department. Dedicated and outstanding employees across the country make a difference every day by fulfilling VA's mission of caring for our nation's Veterans and their families.

**VA THANKS EVERY ONE OF ITS VALUED  
EMPLOYEES FOR ALL THEY DO ON  
BEHALF OF OUR NATION'S VETERANS.**



**VA**



U.S. Department  
of Veterans Affairs



## Policy Alert

### Religious Exercise and Liberty in the Workplace

Secretary Wilkie established the Department's stance on issues involving faith in the workplace. In support of the updated [VA Directive 0022, Religious Symbols in VA Facilities \[PDF\]](#), the Secretary distributed this policy guidance and responses to associated frequently asked questions on [Religious Exercise and Liberty in the Workplace](#). These changes highlight the Department's commitment to the religious expression rights of its Veterans, employees, and visitors. As a Department, we should strive to ensure that the observance and practice of these principles are accommodated in all activities. All managers and supervisors should understand the responsibilities regarding this guidance.

A U.S. Equal Employment Opportunity Commission Fact Sheet on [Religious Garb and Grooming in the Workplace: Rights and Responsibilities](#) provides basic information about how federal employment discrimination law applies to religious dress and grooming practices. A full-length [question-and-answer guide](#) is also available.

### Employee Use of Marijuana and Marijuana Products

In accordance with Executive Order 12564 and Department of Veterans Affairs (VA) Directive and Handbook 5383, "VA Drug-Free Workplace Program," VA is committed to maintaining a workforce that is free from illegal drug use, including marijuana. It is a condition of employment for all employees to refrain from using illegal drugs on and off duty.

Marijuana is illegal under Federal law. Even though some states have legalized the use of marijuana for medicinal and recreational purposes, marijuana, marijuana extracts, and tetrahydrocannabinols (THC) are illegal for human use under Federal law. VA employees are not permitted to use marijuana on or off duty under the provisions of VA's Drug-Free Workplace Program.

In many states, marijuana, marijuana oils, marijuana infused products, and hemp products are widely available for purchase. Although certain products such as cannabidiol (CBD) may be advertised as not containing THC, employees should be aware that the use of CBD and marijuana-derived products may result in a positive drug test because the Food and Drug Administration (FDA) does not certify the levels of THC in these products.

VA employees will continue to be tested for marijuana metabolites under the Department of Health and Human Services Federal Drug-Free Workplace Program mandatory guidelines. Under these guidelines, there is no legitimate medical explanation for a marijuana positive test result, other than a verified prescription of certain FDA-approved drugs. A prescription for medical marijuana is not an acceptable medical explanation for a positive drug test.

VA employees with a verified positive drug test may be subject to administrative action up to and including removal from Federal service.

For additional information, please contact your servicing Human Resources Office.

## Commemorate

### [Continued from Page 1](#)

Every year, the Federal Inter-Agency Committee holds a Holocaust Remembrance Program to coincide with Holocaust Remembrance Day. This year's program has been cancelled but for information on next year's program, visit the [Federal Inter-Agency Holocaust Remembrance Program](#) website.



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