



Upcoming Events

September 2020

Suicide Prevention Month

2020 Virtual League of United Latin American Citizens Federal Training Institute Partnership "A Month of Development"

Now through September 29

Labor Day

September 7

National Hispanic Heritage Month

September 15-October 15

Constitution Day/Citizenship Day

September 17

National POW/MIA Recognition Day

September 18

2020 Virtual National Historically Black Colleges and Universities Week and Conference

September 20-24

2020 Virtual Gay and Lesbian Medical Association Conference on Lesbian, Gay, Bisexual, and Transgender Health

September 23-26

ORMDI

Steps Toward Conflict Resolution

You can contact the Office of Resolution Management, Diversity and Inclusion (ORMDI) 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 [ORMDI](#) within 45 calendar days of the date of the alleged discriminatory incident.



Commemorate Hispanic Heritage Month

VA joins the Nation in commemorating Hispanic Heritage month this September 15 to October 15. This year's theme is "Hispanics: Be Proud of Your Past, Embrace the Future" ([National Council of Hispanic Employment Program Managers](#)). VA managers and supervisors are encouraged to support events and activities that recognize Hispanics and their many contributions to American society. [Continued on page 5.](#)

U.S. Department of Veterans Affairs
World Class HARASSMENT PREVENTION & RECOURSE
supporting and helping you!

OUR CULTURE

- VA is committed to a culture rooted in our mission and core values and where everyone treats each other with civility, compassion, and respect.
- VA has **zero-tolerance** for harassing, disruptive, abusive, or violent behavior.
- VA takes reported harassment allegations seriously. We will investigate and take actions as appropriate.
- Everyone should feel welcomed and safe when doing business with VA.

IF HARASSMENT HAPPENS TO YOU or YOU SEE IT
First contact...



VETERANS

Ask VA Employee
 Patient Advocate
 Harassment Prevention Coordinator (HPC)

EMPLOYEES

Manager
 Harassment Prevention Coordinator (HPC)
 Harassment Prevention Team at
 1-888- 56NEW VA (1-888-566-3982), press 3
www.va.gov/ORM/HPP.asp

SEXUAL ASSAULT

VA's On-site Police
 or Dial 911

NON-VA INDIVIDUALS

Ask VA Employee
 VA's On-site Police



PROHIBITED BEHAVIOR

Conduct that is unwelcome, suggestive, or offensive, but not limited to:

HARASSMENT

Conduct that creates an intimidating, hostile, or offensive work environment and becomes a condition of continued employment to reasonable people.

- Bullying
- Threat of assault
- Physical assault
- Intimidation, ridicule
- Jokes, slurs, epithets
- Insults, put-downs
- Objects, images, videos
- Degrading comments or materials about a person's sex, sexual identity, gender identity, transgender status



SEXUAL HARASSMENT

Another form of harassment prohibited by the Harassment Prevention Policy for Federal agencies. Conduct of a sexual nature. Includes physical conduct.

Visual Behavior seen

- Leering/Ogling
- Gestures or expressions
- Objects, images, videos
- Intentional body exposure



Verbal/Written Behavior heard/read

- Catcalls, whistles
- "HEY BABY!"
- Jokes, teasing, flirtations, name calling
- Pressure for sex, sex favors
- Emails, text messages, graphics, notes, internet content



SEXUAL ASSAULT

Intrusive touching, violating, or intimidating. Conduct of a sexual nature.

Physical Behavior felt

- Grabbing, hugging
- Patting
- Stroking
- Pinching
- Intentional brushing up/rubbing against someone



FEDERAL LAW

For **EMPLOYEES!**

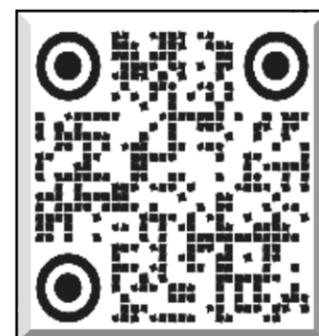
HARASSMENT:

Unlawful and a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act of 1990 (ADA), and Age Discrimination in Employment Act of 1967 (ADEA).

Any unwelcome verbal, visual, or physical conduct based on race, color, national origin, religion, age (40 and above), sex (including gender identity, sexual orientation, and pregnancy), disability, genetic information, or reprisal for prior EEO activity.



Harassment Prevention Program (HPP)
 HPP Coordinators (HPCs)
 HPP Policy and Interim Procedures



Text Telephone Relay/
 Telecommunications
 Relay Service (TTY/TRS)

As of July 27, 2020



For more information please visit
<https://www.va.gov>

Training

2020 Virtual LULAC FTI Partnership “A Month of Development” and Outreach Event

The League of United Latin American Citizens (LULAC) Federal Training Institute (FTI), the National Council of Hispanic Employment Program Managers, leadership consultants and several Federal agencies have synchronized to provide training through the [2020 Virtual LULAC FTI Partnership “A Month of Development”](#) through Tuesday, September 29, 2020. Due to the generosity, collaboration, and in-kind support of all the partners, participants can take advantage of this developmental opportunity free of charge. This month-long event is open to all federal employees regardless of grade level and position. The LULAC FTI Partnership cohorts understand how the COVID-19 pandemic is impacting activities to include training and professional development, and there is a commitment towards motivating and developing a diverse cadre of federal employees to become leaders for public service.

The [LULAC FTIP Community Virtual Outreach event](#) will be held from Wednesday, October 7 through Thursday, October 8, 2020. This event is open to individuals who may be interested in pursuing a career in the Federal government. Participants will obtain information on how to find and apply for Federal employment, and there will be opportunities to participate in a Veterans Town Hall and a workshop on the 2020 Census. This event will be provided free of charge. Registration opens on Tuesday, September 1, 2020.

2020 Virtual National Historically Black Colleges and Universities Week and Conference

The White House Initiative on Historically Black Colleges and Universities (HBCUs), Executive Office of the President, and the Department of Education are hosting the [2020 Virtual National HBCU Week and Conference](#), the Nation’s premiere gathering of students, stakeholders, supporters, and stewards of America’s HBCUs, on September 20-26. Be sure to register soon at the website above as registration will close as soon as capacity is reached.

National HBCU Week 2020, “The Perfect Decade to Accelerate HBCU Competitiveness,” builds on the momentum of past conferences that have exposed, cultivated and nurtured. Putting it all together, National HBCU Week is offering a unique experience, substantially structured around deal-making between HBCUs, the Federal sector and non-Federal public and private partners. View the [Tentative Schedule](#), [Virtual Exhibit Partners](#), and [2020 Federal HBCU Industry Day](#) online.

VA will also participate in a federal agency exhibit experience. For more information, contact [Ms. Tynnetta Lee](#), VA’s HBCU Representative and Departmental African American Employment Program Manager, ORMDI.

Gay and Lesbian Medical Association (GLMA) Annual Conference on Lesbian, Gay, Bisexual, and Transgender Health

The Gay and Lesbian Medical Association (GLMA) has decided to move the 2020 GLMA Annual Conference on LGBTQ Health to a virtual platform September 23-26, 2020. The conference theme is “Developing LGBTQ Health Leadership: Strategies to Strengthen Ability and Influence in LGBTQ Healthcare, Health Education, and Health Policy” and will focus on strategies to strengthen the ability and influence of leaders to improve outcomes in LGBTQ healthcare, health education, and policy making at every opportunity.

The GLMA Annual Conference on LGBTQ Health - the premier scientific conference on LGBTQ health - features innovative healthcare breakthroughs and interventions, as well as the latest research from LGBTQ health experts from across the country. The conference is open to healthcare providers of all disciplines, researchers, academics, health administrators, policy experts, advocates, and all LGBTQ health supporters.

Plenary Sessions for the 2020 Annual Conference Include:

- The Role of the Healthcare Professional in Combating Structural Racism
- International Year of the Nurse and Midwife: Celebrating LGBTQ Nursing Activism and Leadership
- The Supreme Court, Sex Discrimination and LGBTQ Health
- Improving Behavioral Health for LGBTQ Communities

VA employees who plan to attend are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Funding for both registration and/or travel must come from the employee’s benefitting program office. Following supervisory and budget approval, attendees who plan to participate must also register on the [GLMA Conference website](#).

For more information, contact [Mr. Sterling Akins](#), VA’s National LGBT Program Manager, ORMDI.

Leadership VA (LVA) Class of 2021 Application Window Opening Soon!!!

Leadership VA



The LVA program will be accepting applications for the Class of 2021 from September 14 through 11:59 PM ET October 2, 2020. Due to COVID-19 travel restrictions, HLTI deferred the LVA Class of 2020 until 2021. Therefore, the 2021 LVA cohort will be comprised of fellows selected from 2020 and supplemented with selectees from this application window to make-up a larger total 2021 class size. Qualified applicants must be in the grades of GS 13 (minimum 52 weeks in grade) through GS 15 and the Title 38 equivalents. Eligible applicants must occupy a full-time position with VA and have maintained an overall performance rating of Fully Successful or above.

LVA is the Department of Veterans Affairs' primary enterprise-wide leadership development program for high-performing, results-oriented leaders. LVA Alumni collaborate across VA to build operational partnerships, alliances and communities of practices designed to solve some of the Department's toughest problems, to facilitate modernization and to achieve strategic objectives. LVA Alumni exit the program supremely prepared to assume increased levels of responsibility, to lead operational and strategic programs and to take on critical supervisory/leadership roles using an enterprise-wide perspective necessary to meet the needs of a diverse population of Veterans, family members, survivors, employees and stakeholders.

LVA Fellows are selected based on a rigorous blind review and merit-selection application process. Applicants compete with their eligible peers within each Administration and VACO Staff Offices to form 50 to 100 person cohorts every year. Each LVA Cohort will receive over 360 hours of leadership development training from VA senior leaders and subject matter experts over an eight to ten-month period, which typically begins in the Spring of the calendar year. The cohort's training includes four one-week residential sessions focusing on leadership modules, interactive workshops and assignment to an InnoVAation project team responsible for developing actionable deliverables with the potential for VA implementation in the near-term.

For more information about this prestigious leadership development program, please visit the VHA HLTI Leadership VA intranet site.

To apply for the 2021 cohort, please visit the VHA HLTI Leadership VA intranet site.



Policy Alert

VA Issues Guidance on Paid Parental Leave

The U.S. Department of Veterans Affairs' (VA) Office of the Chief Human Capital Officer issues preliminary guidance regarding the Federal Employee Paid Leave Act (FEPLA), effective October 1, 2020.

The new benefit provides up to 12 administrative workweeks of paid leave under the Family and Medical Leave Act (FMLA) when used in connection with a birth or placement (foster or adoption) of a child.

All full-time and part-time title 5 and title 38 VA employees will be eligible to use FEPLA on or after October 1, 2020.

Highlights of FEPLA include:

- Employee pay - employees utilizing the paid parental leave will receive pay equal to that which they would receive while using annual leave.
- Leave entitlement - employees may use up to 12 weeks of paid parental leave within the first 12 months following the birth, adoption or foster care placement of a child.
- Leave accrual - employees are not required to exhaust their annual and or sick leave balances before entitlement to paid parental leave is established.

For more information refer to the Office of the Chief Human Capital Officer Bulletin, titled, Federal Employee Paid Leave Act.

Employees with questions should contact their local HR offices for more information.

Commemorate

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During National Hispanic Heritage Month, VA commemorates Hispanic cultures and histories, and significant contributions Hispanics have made to American Society and to our Nation. In 1968, Congress passed Public Law 40-498 to honor the achievements of Hispanics in America with histories and cultures from ancestors who came from Spain, Latin America, and the Caribbean. Congress, by Public Law 100-402, as amended, authorized and requested the President to issue annually a proclamation designating September 15 through October 15 as "National Hispanic Heritage Month." These dates are significant as they commemorate the independence of various Latin American countries among them are Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico declared independence on September 16, and Chile on September 18.

For more information, visit [VA's Hispanic Employment Program web page](#) or the [Hispanic Heritage Month website hosted by The Library of Congress](#).

The Department of Defense National Hispanic Heritage Month poster commemorates the 75th Anniversary of World War II. It depicts an image of Sergeant Consuelo Mary Hartsell. One of seven children, she grew up in Rawlins, Wyoming, the only Latino family in town. In the fall of 1944, Hartsell and her sister, Juniata enlisted in the U.S. Marine Corps Women's Reserve (four of the Macias children eventually became Marines). The sisters were sent to boot camp at Camp Lejeune in North Carolina, the only sisters and the only Latinas in the camp. Both were assigned office jobs at the Depot of Supplies of the 1st Marine Division in San Francisco. Consuelo was assigned a desk job overseeing supplies shipped to and from overseas. She left the service in 1946. She was awarded American Campaign and World War II victory medals, as well as recognition for her honorable service.

Office of Human Resources & Administration/Operations, Security, and Preparedness
Office of Resolution Management, Diversity and Inclusion (ORMDI)
Alternative Dispute Resolution | EEO Complaint Processing | Harassment Prevention Program
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