

# KNOW YOUR RIGHTS

## Workplace Discrimination is Illegal

BPA's Office of Civil Rights and Equal Employment Opportunity (OCREEO) is responsible for developing and implementing equal employment programs, including EEO complaints and alternative dispute resolution (ADR), consistent with regulations promulgated by the Equal Employment Opportunity Commission (EEOC).

**The office provides prompt, fair, and impartial processing of complaints.**

If you believe you have been discriminated against at work or in applying for a job, contact us today.

**Who is protected?** All Employees (*current and former*), and temporary employees, as well as job applicants.

**What types of employment discrimination are illegal?** Under the laws enforced by the EEOC, an employer may not discriminate against you on the bases of:

- Race
- Color
- Religion
- National origin
- Sex (*including pregnancy, childbirth, and related medical conditions*)
- Age (*40 and older*)
- Disability (*mental and physical*)
- Genetic information (*including family medical history*)
- Retaliation for participating in EEO activity

**What employment practices can be challenged as discriminatory?** All aspects of employment, including:

- Hiring or promotion
- Assignments
- Reasonable Accommodations

**What is a reasonable accommodation?**

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability or enables an employee to practice their religion.

You can learn more about the accommodation process by discussing the matter with your supervisor or contacting the Local Reasonable

Accommodation Coordinator at [ReasonableAccommodation@bpa.gov](mailto:ReasonableAccommodation@bpa.gov).

**How do I report harassment?** BPA is committed to providing a work environment free of harassing conduct.

Any employee who believes they have been subject to harassing conduct can learn more about their reporting options by contacting the Anti-Harassment Program at [ReportHarassment@bpa.gov](mailto:ReportHarassment@bpa.gov) or the Civil Rights and EEO Office.

**What can you do if you believe discrimination has occurred?** If you believe that you have been subject to discrimination, you must initiate contact with an EEO Counselor in the CREEO Office within 45 days from the day the discrimination occurred or, in the case a personnel action, within 45 days of the effective date of the action.

### Contact Information

**EEO Counselor:** [CREEO@bpa.gov](mailto:CREEO@bpa.gov)

**Alternative Dispute Resolution Program:** [ADR@bpa.gov](mailto:ADR@bpa.gov)

**Director:** Virmania Accoo  
[vaccoo@bpa.gov](mailto:vaccoo@bpa.gov)

**For questions or additional information:**

Visit Room 176, email us at [CREEO@bpa.gov](mailto:CREEO@bpa.gov), or call us at 503-230-4725.

