

10.1 Knowledge check, Answer Key

Match the column one to column two:

45 calendar days

Time to initiate contact with an EEO Counselor to file an EEO complaint, after a discriminatory event, or adverse personnel action occurs

15 workday days

Time in which Step A of a grievance must be filed with the employee's first-line supervisor, after the occurrence of the matter out of which the grievance arose

Civil Service Reform Act

Provides protection against personnel actions based upon political affiliation, marital status, or sexual orientation

The Americans with Disabilities Act

Prohibits employment discrimination against qualified and the Rehabilitation Act of 1973 individuals with disabilities (and requires reasonable accommodation as appropriate).

Title VII of the Civil Rights Act of 1964

Prohibits employment discrimination based on race, color, religion, sex, national origin, or reprisal

Age Discrimination in Employment Act of 1967

Protects individuals who are 40 years of age or older.