

Scenario #1

I am in desperate need of advice. I did not get a performance award and I didn't get a step increase, yet I got the same rating as Jonathan and Robert. We are all GG-09 engineers and we all worked on the same projects. I think it is because of my age and also because I am a woman. I finished my engineering degree when my kids started high school, and I turned 40 last year. What can I do?

What should this employee do?

Questions:

- A. File a civil action alleging age and sex discrimination in U.S. District Court
- B. Contact SBCR and file an EEO complaint alleging age and gender discrimination
- C. Raise the matter under the Agency's negotiated grievance procedure
- D. Answers A and C above
- E. All the above

Answer: E. All the above. She may contact SBCR alleging sex and age discrimination under Title VII, the Age Discrimination in Employment Act (ADEA), and the Equal Pay Act (EPA). The ADEA and the EPA also provide rights to bypass the administrative process and bring her allegations to a US District Court. She may also file a union grievance.