

The CMS Office of Equal Opportunity & Civil Rights

The Model of Quality EEO and Civil Rights Services

EQUAL EMPLOYMENT OPPORTUNITY (EEO) IS THE LAW

Federal laws prohibit discrimination against CMS employees, former employees, and applicants because of their race, color, religion, national origin, sex (including pregnancy, sexual orientation, gender identity, and gender stereotyping), age (40 years and older), disability, genetic information, and retaliation for prior EEO activity or opposing a discriminatory practice.

HOW TO INITIATE THE EEO PROCESS

Current and former employees of CMS as well as applicants for employment may initiate an EEO complaint. Contact one of the EEO counselors listed on the poster or the CMS Office of Equal Opportunity and Civil Rights (OEOCR) within 45 calendar days of the date of the alleged discriminatory act. Failure to make timely contact may result in a loss of rights.

WHAT HAPPENS AFTER CONTACTING AN EEO COUNSELOR?

The EEO Counselor can provide you information about the traditional EEO Counseling process and the Agency's Alternative Dispute Resolution (ADR) process for EEO complaints. If you decide to enter the EEO complaint process you will be provided forms that will have to be returned to OEOCR EEO Counseling/ADR Coordinator.

COMMISSIONED CORPS OFFICERS

Active duty Commissioned Corps officers assigned to CMS can also contact an EEO counselor and file an Equal Opportunity (EO) complaint with OEOCR. EO rights and timeframes for the Public Health Service Commissioned Corps differ from those that apply in the civil service. Commissioned Corps officers should consult the Commissioned Corps Personnel Manual, issued by the Surgeon General, Instruction 6, SubChapter CC26.1, "Equal Opportunity: Discrimination Complaints Processing." The Instruction is available on the Division of Commissioned Personnel's (DCP) website at http://dcp.psc.gov/ccmis/POLICY_eeo_m.aspx.



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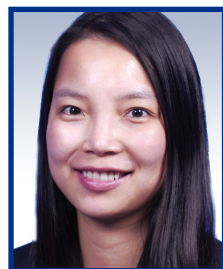
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MISSION

The CMS Office of Equal Opportunity and Civil Rights (OEOCR) provides leadership, guidance and services to internal and external stakeholders that foster equality, diversity, legal compliance and inclusiveness.

Information regarding EEO counseling and other programs such as the Prevention of Workplace Harassment Program, the Reasonable Accommodation Program, and EEO Training may be obtained by contacting OEOCR at 410-786-5110.

The Centers for Medicare & Medicaid Services • Office of Equal Opportunity & Civil Rights
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Main Number: 410-786-5110 • FAX Number: 443-380-5044



<https://cmsintranet.share.cms.gov/OEOCR/Pages/OEOCR.aspx>