

ELIJAH E. CUMMINGS FEDERAL EMPLOYEE ANTIDISCRIMINATION ACT OF 2020 (FEAA)

The Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 (FEAA) amends the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 to strengthen Federal antidiscrimination laws enforced by the U.S. Equal Employment Opportunity Commission (EEOC) and expands accountability within the Federal Government. Section 1133 of the FEAA, Notification of Violation, requires federal agencies to post final agency actions that result in a finding of discrimination within 90 days on the agency's public website. The notice must state that a finding of discrimination has been made and must remain posted not less than one year. The Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 also requires that Notifications of Violation regarding findings of discrimination be posted publicly for a minimum of one year. In addition, the Act requires Federal Agencies to report to the EEOC the disciplinary action taken as a result of a finding of a discrimination and/or the reason why an Agency failed to take disciplinary action.

The Space Development Agency (SDA) embraces equal employment opportunity (EEO), equity, diversity, accessibility, and inclusion. The core of EEO is the right to work and advance based on merit, ability, and potential, free from prejudice or discrimination. EEO covers all human capital and employment programs, management practices, and decisions including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training, career development, benefits, and separations.

Consistent with federal law, SDA prohibits discrimination against any employee or applicant for employment because of race, color, religion, national origin, sex (including sexual orientation and gender identity), pregnancy, age, disability, genetic information, or protected EEO activity. Further, acts of retaliation against an employee who engages in protected activity, whistleblowing, or the exercise of any appeal or grievance right provided by law will not be tolerated in our workplace. SDA supports the decision of its employees to exercise all available rights under Civil Rights statutes.

As required by the Act, the following cases resulted in a finding a discrimination:

- **FY 2022 Notifications of Violation:** None
- **FY 2023 Notification of Violation:**