

**ELIJAH E. CUMMINGS FEDERAL EMPLOYEE ANTIDISCRIMINATION ACT OF 2020
FY 2025**

COMPONENT WHERE DISCRIMINATION OCCURRED	DATE OF FINDING	DATE OF EACH DISCRIMINATORY ACT	LAW(S) VIOLATED BY EACH DISCRIMINATORY ACT
1-VHA	10/15/2024	3/1/2023	Title VII
2-VHA	10/16/2024	5/12/2023	Title VII & Rehabilitation Act
3-VHA	10/17/2024	2/20/2024	Title VII
4-VHA	10/21/2024	11/21/2023	Title VII & Rehabilitation Act
5-VHA	10/22/2024	3/10/2021	Title VII
6-VHA	10/28/2024	8/21/2023 & 1/8/2024	Title VII & Rehabilitation Act
7-VHA	10/29/2024	12/13/2023	Rehabilitation Act
8-VHA	10/30/2024	11/2/2023	Title VII & Rehabilitation Act
9-VHA	11/5/2024	1/26/2024	Title VII & Pregnancy Discrimination Act
10-VHA	11/6/2024	9/26/2023	Rehabilitation Act
11-VHA	11/12/2024	7/2/2023	Title VII
12-VHA	11/18/2024	2/14/2023	Rehabilitation Act
13-VHA	11/19/2024	2/1/2023	Title VII
14-VHA	11/20/2024	6/30/2023	Title VII
15-VHA	11/20/2024	3/15/2023	Rehabilitation Act
16-VHA	11/26/2024	3/30/2023	Title VII
17-VHA	11/29/2024	10/19/2023	Title VII & Rehabilitation Act
18-VHA	12/9/2024	4/21/2023	Rehabilitation Act
19-VHA	12/19/2024	11/11/2022	Title VII
20-VHA	12/23/2024	10/19/2023	Title VII
21-VHA	12/16/2024	9/19/2022	Title VII
22-VHA	12/31/2024	8/30/2023	Title VII
23-VHA	1/7/2025	11/30/2023	Rehabilitation Act
24-VHA	1/8/2025	2/9/2021	Title VII
25-VHA	4/4/2025	11/21/2023	Title VII
26-VHA	4/14/2025	6/24/2022	Title VII
27-VHA	4/24/2025	2/14/2024	Pregnant Workers Fairness Act
28-VACO	5/1/2025	7/25/2024	Title VII
29-VHA	5/9/2025	2/15/2023	Title VII
30-VBA	6/4/2025	12/27/2022	Title VII
31-VHA	6/6/2025	1/30/2024	Title VII
32-VACO	6/17/2025	3/4/2024	Rehabilitation Act
33-VBA	6/18/2025	6/24/2024	Rehabilitation Act
34-VHA	6/20/2025	9/20/2023	Rehabilitation Act & PWFA

**ELIJAH E. CUMMINGS FEDERAL EMPLOYEE ANTIDISCRIMINATION ACT OF 2020
FY 2025**

COMPONENT WHERE DISCRIMINATION OCCURRED	DATE OF FINDING	DATE OF EACH DISCRIMINATORY ACT	LAW(S) VIOLATED BY EACH DISCRIMINATORY ACT
35-VHA	6/23/2025	5/2/2022	Title VII
36-VHA	6/30/2025	3/1/2024	Title VII
37-VHA	7/2/2025	5/30/2024	Title VII
38-VHA	7/14/2025	3/16/2022	Title VII
39-VHA	7/18/2025	7/12/2024	Title VII
40-VHA	7/21/2025	2/1/2024	Title VII
41-VHA	8/4/2025	3/28/2022	Title VII
42-VHA	8/12/2025	7/17/2023	Title VII & Rehabilitation Act
43-VHA	8/12/2025	6/19/2023	Title VII
44-VHA	8/14/2025	7/1/2023	Title VII
45-VHA	8/25/2025	1/20/2024	Title VII
46-VHA	9/2/2025	6/15/2023	Title VII
47-VHA	9/11/2025	2/28/2022	Rehabilitation Act
48-VHA	9/11/2025	3/11/2024	Title VII
49-VBA	9/15/2025	11/1/2022	Title VII
50-VHA	9/18/2025	4/14/2024	Title VII
51-VHA	9/19/2025	8/6/2024	Title VII
52-VHA	9/24/2025	2/17/2024	Title VII
53-VHA	9/25/2025	2/28/2024	Title VII
54-VHA	9/25/2025	9/18/2024	Title VII
55-VHA	9/25/2025	3/31/2024	Rehabilitation Act
56-VHA	9/25/2025	1/23/2024	Title VII
57-VHA	9/26/2025	7/22/2024	Title VII & Rehabilitation Act
58-VHA	9/30/2025	4/19/2024	Rehabilitation Act

RIGHTS AND PROTECTIONS

This Notice also informs all VA employees, former employees, and applicants for employment of the rights and protections available to them under Section 201 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002, as amended (No FEAR Act), Federal Notice at the following link for more information: <https://www.opm.gov/equal-employmentopportunity/no-fear-act/#url=Notice>.