

KCVA Employee Resources Reporting, Support, Guidance, & Conflict Resolution

Diversity & Inclusion

Any employee experiencing concerns related to workplace culture, interpersonal relationships, individual or team conflict, psychological safety, etc., is encouraged to request a meeting to discuss the situation and engage in cooperative problem-solving. When appropriate, referrals will be made when an employee seeks to file a formal complaint.

- Facility-level contact: Dr. Sybil Wyatt, Chief Diversity & Inclusion Officer, at sybil.wyatt@va.gov or ext. 53545 or (816) 337-7953
- For more information: KCVA's [Diversity, Equity, & Inclusion](#) Sharepoint Site

Equal Employment Opportunity (EEO)

An employee, former employee, or applicant for employment who believes discrimination or harassment has occurred on the bases of race, color, religion, sex, national origin, age (over 40), physical or mental disability, genetic information, and/or retaliation for participation in prior EEO activities, may initiate a complaint within **45 days** of the date of the discrimination or harassment by contacting the Office of Resolution Management, Diversity & Inclusion (ORMDI).

- Facility-level contact: Lesley Andrews, EEO Program Manager, at ext. 56050 or lesley.andrews@va.gov
- Filing a complaint: call an EEO Counselor at (888) 566-3982
- For more information:
 - ORMDI's [Equal Employment Opportunity Complaint Processing](#)
 - KCVA's [EEO Program](#) Sharepoint Site

Harassment Prevention Program (HPP)

Employees are encouraged to report harassment of any kind, including unwelcome teasing, jokes, or comments; bullying or mistreatment; threats; hostile or abusive conduct; or other similar behaviors. Reports falling under EEO may be addressed through both the EEO process and the HPP process.

- Facility-level contact: Lesley Andrews, Harassment Prevention Coordinator, at ext. 56050 or lesley.andrews@va.gov
- National office: (888) 566-3982 to reach a HPP Specialist
- For more information: VA's [Harassment Prevention Program](#)

Compliance and Business Integrity (CBI)

Employees are encouraged to report concerns regarding compliance with policies, procedures, and legal regulations, as well as those involving business integrity issues, including fraud, waste, and abuse.

- Facility-level contact: David Delgado at david.delgado3@va.gov or ext. 57501
- CBI HelpLine: (866) 842-4357 or vhacbihelpline@va.gov
- For more information: VHA's [Office of Compliance and Business Integrity](#)

Ethics Concerns in Health Care

Employees may seek guidance related to ethical issues in patient care, health care management, and research.

- Facility-level contact: Dr. John Park at ext. 52880 or john.park@va.gov
- For more information: KCVA's [Ethics Consultation Service](#) Sharepoint Site

Whistleblower Protection Program (WPP)/Disclosure of Wrongdoing

VA employees and applicants for employment are encouraged to report the violation of any law, rule, or regulation; gross mismanagement; gross waste of funds; abuse of authority; substantial and specific danger to public health or safety; or censorship related to scientific research, analysis, or technical information. Reporters may choose to identify themselves or to provide information confidentially or anonymously.

- Making a report:
 - Office of Inspector General (OIG)
 - Call (800) 488-8244
 - Access the [OIG Hotline](#)
 - Office of Special Counsel (OSC)
 - Call (800) 572-2249
 - Access [OSC Form-14](#) online
- For more information:
 - OIG's [Whistleblower Protection Program](#)
 - OSC's [Disclosure of Wrongdoing](#)

The VA's Office of Accountability and Whistleblower Protection (OAWP)

VA employees and applicants for employment are encouraged to report allegations of misconduct and poor performance against senior leaders, as well as actions taken by supervisors in retaliation for whistleblowing.

- Making a report: access the OAWP's [Complaint & Disclosure Form](#) or call (855) 429-6669 or email OAWP@va.gov
- For more information: VA's [Office of Accountability and Whistleblower Protection](#)

Employee Assistance Program (EAP)

Employees have access to a free service dedicated to addressing workplace or personal concerns on a confidential basis. EAP services are provided by a licensed mental health professional who can offer short-term problem-solving (1-3 sessions) and can also provide referrals to community-based services for additional support.

- Contact: (800) 604-4371
- For more information: [Right Solution Counseling](#)

American Federation of Government Employees (AFGE)

AFGE is the largest federal employee union with a local chapter that serves eligible employees of the KCVVA by offering legal, legislative, communications, technical, educational, political, and union-building assistance.

- Local contact: VhakanAFGE910Officers@va.gov
- National office: (202) 737-8700 or comments@afge.org
- For more information:
 - [AFGE Local 910](#)
 - [American Federation of Government Employees](#) (National)
 - [Weingarten Rights & Formal Meetings](#)

Alternative Dispute Resolution (ADR)

Employees have the option of participating in alternative dispute resolution (ADR) in attempting to resolve conflicts in the workplace. Trained, neutral facilitators/mediators are available to assist any employee or supervisor who is experiencing unproductive conflict.

- Facility-level contact: Lesley Andrews, EEO Program Manager, at ext. 56050 or lesley.andrews@va.gov
- National office: (202) 461-0280 or workplaceadr@va.gov
- For more information: VA's [Alternative Dispute Resolution](#)