

# RE: Reasonable Accommodation for Disabled Vet with Posterior Fossa Mass Lesion

Greenwood, Sheila M

Mon 11/13/2017 8:58 AM

To [REDACTED]

Dear [REDACTED],

Thank you for contacting the Secretary. In order to ensure that all employee concerns receive the proper attention, HUD invests in employee concern channels. I encourage you to rely on these channels, as they will be able to give you the attention that you are due as a federal employee. The channel you select to bring your concern to is your choice and is dependent upon the nature of your concern. If you believe you have been discriminated against on the basis of your protected class, you may wish to contact the Office of Departmental Equal Opportunity. If you believe you have been retaliated against as a whistleblower you may wish to contact the Office of Special Counsel. If you believe you are being threatened with retaliation or have been retaliated against for having disclosed alleged wrongdoing, you may file a complaint by emailing the HUDOIG hotline at [hotline@hudoig.gov](mailto:hotline@hudoig.gov). If you have questions or need assistance please contact the Whistleblower Ombudsman, Maura Malone, at: [whistleblower@hudoig.gov](mailto:whistleblower@hudoig.gov) If you believe you are aware of fraud, waste or abuse you may wish to contact HUD Office of Inspector General. If you believe you have a claim that a violation, misinterpretation, or misapplication of law, rule, or regulation has affected your conditions of employment you may wish to pursue the administrative or negotiated grievance procedure. If you believe you would like to appeal an adverse action, you may wish to contact the Merit Systems Protection Board. Please note that many of these channels have time limits associated with them and I encourage you to explore your options quickly. Whichever channel(s) you choose you can depend on being treated with dignity and respect.

Although, in his role as Secretary, he does not look into individual employee concerns, he does maintain high standards for the employee concerns channels at HUD. The well-being of HUD employees is of paramount importance to the Secretary and all HUD leadership.

Best regards,

Sheila M. Greenwood

Chief of Staff

**From:** [REDACTED]

**Sent:** Thursday, October 19, 2017 11:12:23 AM

**To:** Secretary Carson; DocBen

**Subject:** Reasonable Accommodation for Disabled Vet with Posterior Fossa Mass Lesion

Dear Secretary Carson:

I ask for your help in obtaining a reasonable accommodation for [REDACTED], who suffers from a brain tumor (posterior fossa mass lesion). [REDACTED], a disabled veteran, is a financial operations analyst in HUD's Headquarters Office of Housing. He has earned outstanding evaluations (the highest level) each of the five years that he has been employed by HUD, in spite of his brain tumor. The tumor causes [REDACTED] to suffer migraines, imbalance, anxiety, and depression. [REDACTED] has been treated by your colleagues at Johns Hopkins.

[REDACTED] asked to be allowed to telework full time from his home in [REDACTED], as a reasonable accommodation that would not cost HUD any money. All of his work can be done remotely. [REDACTED] needs to live in [REDACTED] to be near support from his family. [REDACTED]'s supervisor initially approved his telework request, but higher managers in Housing subsequently retracted the approval and denied [REDACTED]'s request for full-time telework. Consequently, [REDACTED] is permitted to telework only two days a week and is forced to use leave three days a week.

The Union would not like the Department to be embarrassed by denying a no-cost reasonable accommodation to a veteran with a service-connected disability. For this reason, I ask you to approve the following requests for a reasonable accommodation for [REDACTED]:

1. Approve [REDACTED]'s request to telework full time from his home in [REDACTED], as a reasonable accommodation.
2. Restore all leave taken by [REDACTED] since [REDACTED], that was used in lieu of teleworking.
3. Order the payment of any back pay for any leave without pay that [REDACTED] has been required to take since [REDACTED].

Thank you, on behalf of [REDACTED], for your consideration and prompt action.

Sincerely,

[REDACTED]

Steward

AFGE Local 476 and Council 222