



United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, DC 20240

NOTICE TO EMPLOYEES POSTED BY ORDER OF THE U.S. DEPARTMENT OF THE INTERIOR An Agency of the United States Government

Consistent with the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 and 29 C.F.R. § 1614.501, the U.S. Department of the Interior (DOI), Office of the Secretary (OS), notifies employees and the public that on March 17, 2022, the Equal Employment Opportunity Commission (EEOC) issued a finding of discrimination, which determined that DOI/OS supervisor(s) in the Office of Financial Management, from 2013 to 2015, violated Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, 29 U.S.C. § 791 *et seq.* DOI/OS provide assurance that, through measures adopted and through corrective, curative, or preventative actions taken, both the particular type(s) of discrimination found and violations of the law similar to those found will not recur. Specifically, EEOC has directed OS to pay lost wages, restore leave, pay compensatory damages, attorneys' fees and costs, consider disciplinary actions against the responsible management officials, require the responsible management officials to take EEO training, and post this Notice. DOI/OS also provide assurance that its supervisor(s) will cease from engaging in the specific unlawful employment practice(s) found in the instant matter.

This Notice also informs all DOI 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 (No FEAR Act), Federal Antidiscrimination Laws, and Whistleblower Protection Laws. Please see the No FEAR Act Notice at the following link for more information: <https://www.opm.gov/equal-employment-opportunity/no-fear-act/#url=Notice>.

Federal law prohibits DOI from discriminating against any employee or applicant for employment because of race, color, religion, national origin, sex (including sexual orientation and gender identity), pregnancy, age, disability, or genetic information. Federal law also prohibits DOI from restraining, interfering with, coercing, or retaliating against individuals who engage in protected EEO activities by exercising their rights to oppose practices made unlawful by Federal Antidiscrimination Laws, or by participating in proceedings pursuant to Federal Antidiscrimination Laws. DOI confirms its commitment to comply with these statutory provisions.

Duly Authorized Agency Representative: _____

Date Posted: _____

Posting Expires: _____