



United States Department of the Interior  
OFFICE OF THE SECRETARY  
OFFICE OF DIVERSITY, INCLUSION AND CIVIL RIGHTS  
Washington, D.C. 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), Bureau of Indian Affairs (BIA), notifies employees and the public that on March 5, 2021, the Office of Diversity, Inclusion and Civil Rights (ODICR) issued a finding of discrimination, which determined that DOI/BIA supervisors at Bureau of Indian Affairs (BIA), San Carlos Agency, located in San Carlos, Arizona (Facility), violated Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e *et seq.*, in October 2019. DOI/BIA provides 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, ODICR has directed BIA to pay compensatory damages, attorney's fees, costs, and consider disciplinary actions against the supervisors responsible for the discrimination. ODICR also directed DOI/BIA supervisors responsible for the discrimination to attend compliance training hosted by ODICR. DOI/BIA also provides assurance that its supervisors will cease from engaging in the specific unlawful employment practice 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: \_\_\_\_\_

**BRYAN BOWKER**  
Digitally signed by BRYAN BOWKER  
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