

**NOTICE TO EMPLOYEES POSTED BY ORDER OF
THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
An Agency of the United States Government**

This Notice is posted pursuant to an Order by the United States Equal Employment Opportunity Commission, dated April 28, 2022, which found that the U.S. Department of Homeland Security, Federal Emergency Management Agency failed to comply with Section 501 of the Rehabilitation Act.

Federal law requires that there be no discrimination against any employee or applicant for employment because of the person's RACE, COLOR, RELIGION, SEX (INCLUDING PREGNANCY, GENDER IDENTITY AND SEXUAL ORIENTATION), NATIONAL ORIGIN, AGE, DISABILITY, GENETIC INFORMATION OR PRIOR EEO ACTIVITY with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment. The U.S. Department of Homeland Security, Federal Emergency Management Agency, hereby affirms its commitment to comply with these statutory provisions, and with the regulatory provisions governing equal employment opportunity in federal employment. The agency will ensure that officials responsible for personnel decisions and terms and conditions of employment abide by the requirements of all federal equal employment opportunity laws. The agency will not take action against individuals because they have exercised their rights under the law.

The U.S. Department of Homeland Security, Federal Emergency Management Agency, was found to have violated the Rehabilitation Act's provisions on unlawful medical inquiries and examinations. **The EEOC has ORDERED the U.S. Department of Homeland Security, Federal Emergency Management Agency, to post this notice for a period of not less than 60 consecutive days, and to take other remedial actions in favor of the employee, including an order to provide training to its EEO staff, pay compensatory damages, and pay retroactive backpay and benefits, plus interest.** The U.S. Department of Homeland Security, Federal Emergency Management Agency will confirm its commitment that officials responsible for ensuring that an impartial and appropriate factual record upon which to make findings on the claims raised by the written complaint is developed in a timely manner.

The U.S. Department of Homeland Security, Federal Emergency Management Agency, will not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises his or her right to oppose practices made unlawful by, or who participates in proceedings pursuant to, federal equal employment opportunity law.

July 7, 2022

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Leslie Saucedo, Acting Director
Office of Equal Rights