

**NOTICE TO EMPLOYEES**

**POSTED BY THE ORDER OF THE  
DEPARTMENT OF HOMELAND SECURITY  
An Agency of the United States Government**

This notice is posted pursuant to a Final Agency Decision by the Department of Homeland Security (the Department), Office for Civil Rights and Civil Liberties dated August 19, 2022, which found that a violation of Title VII of the Civil Rights Act of 1964, as amended, has occurred on January 3, 2021, at the Federal Emergency Management Agency (FEMA), Office of Disability Integration and Coordination, in Washington, D.C.

Federal law requires that there be no discrimination against any employee or applicant for employment because of the person's RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, PHYSICAL OR MENTAL DISABILITY, GENETIC INFORMATION, or in REPRISAL with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment.

FEMA supports and will comply with such Federal law and will not take action against individuals, because they have exercised their rights under law.

FEMA will ensure that officials responsible for personnel decisions and terms and conditions of employment will abide by the requirements of all Federal and equal employment opportunity laws, and will not unlawfully discriminate against Federal employees in the future.

FEMA will not in any manner restrain, interfere, coerce, or retaliate against any individuals who exercise his or her right to oppose practices made unlawful, or who participates in proceedings pursuant to Federal equal employment opportunity law.

Signed:

**LESLIE A SAUCEDO** Digitally signed by LESLIE A  
**BASKIR** SAUCEDO BASKIR  
Date: 2022.08.31 10:16:54 -04'00'

Name:

Title:

Date Posted: \_\_\_\_\_

Posting Expires: \_\_\_\_\_