



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Washington Field Office**

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

Notice is posted pursuant to a Decision and Order by the United States Equal Employment Opportunity Commission, dated October 17, 2022, which found that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq. has occurred within the U.S. Department of Homeland Security, Federal Emergency Management Agency, Planning and Exercise Division.

Federal law prohibits discrimination against any employee or applicant for employment because of the person’s disability 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 (“Facility”), supports and will comply with such Federal law and will not take action against employees because they have exercised their rights under law.

The Facility was found to have violated non-discrimination laws when it failed to timely conduct an investigation into an employee’s claims of discrimination.

The Facility has been **ORDERED** to: (1) **reinstate** the employee to a position he applied to but was not selected for, with appropriate back-pay and benefits; (2) pay the employee **\$35,000** in non-pecuniary compensatory damages; (3) provide at least **eight (8) hours** of training to the Agency’s EEO office regarding the provisions of Title VII, including the processing and timetables/deadlines of EEO complaints and also address the current state of the law on employment discrimination; and (4) pay **\$17,700** in attorney’s fees.

The Facility 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.

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Signature of Agency Official

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

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