

**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 August 11, 2021, which found that a violation of Title VII of the Civil Rights Act of 1964 (Title VII), as amended, 42 U.S.C. § 2000e *et seq.* has occurred at the U.S. Department of Homeland Security, Federal Emergency Management Agency.

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 GENDER IDENTITY, SEXUAL ORIENTATION, and PREGNANCY), 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, confirms its commitment to comply with these statutory provisions. It supports and will comply with such federal law and 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 liable for committing unlawful employment discrimination based upon sex and race. **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 90 consecutive days, and to take other remedial actions in favor of the employee, including an order to pay compensatory damages.** The U.S. Department of Homeland Security, Federal Emergency Management Agency, will ensure that officials responsible for personnel decisions and terms and conditions of employment will abide by the requirements of all federal equal employment opportunity laws.

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.

Date

**ERIN C
HOFFMAN**

Digitally signed by ERIN C
HOFFMAN
Date: 2021.10.14 13:18:03
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Signature of Authorized Official
Name/Title of Authorized Official [Printed]