

**NOTICE TO APPLICANTS AND EMPLOYEES POSTED BY ORDER OF THE EQUAL  
EMPLOYMENT OPPORTUNITY COMMISSION**

This Notice is posted pursuant to an order by the United States Equal Employment Opportunity Commission dated January 25, 2021 which found that the Federal Emergency Management Agency, Department of Homeland Security, did not comply with the Commission's regulations in 29 Code of Federal Regulations Part 1614.

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, GENETIC INFORMATION, or DISABILITY with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment. The Federal Emergency Management Agency, Department of Homeland Security confirms its commitment to comply with these statutory provisions.

The Federal Emergency Management Agency, Department of Homeland Security supports and will comply with such Federal law and will not take action against individuals because they have exercised their rights under law.

A decision fully in favor of an employee was issued as a sanction because the Federal Emergency Management Agency, Department of Homeland Security failed to conduct a timely EEO investigation. The Federal Emergency Management Agency, Department of Homeland Security has been ordered to post this Notice and provide training regarding complaint processing and timely investigations. The Federal Emergency Management Agency, Department of Homeland Security will ensure that officials responsible for processing EEO complaints will abide by the requirements of all Federal equal employment opportunity laws and regulations.

The Federal Emergency Management Agency, Department of Homeland Security 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.

**JO LINDA  
JOHNSON**

Digitally signed by JO LINDA  
JOHNSON  
Date: 2021.03.11 10:28:40  
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Agency Official

Date Posted: March 10, 2021

Posting Expires: May 9, 2021