

**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 September 1, 2022, which found that the U.S. Department of Homeland Security, Federal Emergency Management Agency, violated the Rehabilitation Act of 1973 when it failed to provide reasonable accommodations to an employee.

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 requirement 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 failed to provide reasonable accommodations to an individual with a disability in violation of the Rehabilitation Act of 1973, *as amended*, 29 U.S.C. § 791 *et seq.* **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 provide training to management and Human Resources officials, pay compensatory damages, and pay retroactive back pay with interest.**

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

Date

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