

**U. S. DEPARTMENT OF AGRICULTURE  
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS  
Washington, D.C. 20250-9440**

**NOTICE TO EMPLOYEES**

**POSTED BY ORDER OF THE  
U.S. DEPARTMENT OF AGRICULTURE  
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS**

This Notice is posted pursuant to an Order by the U.S. Department of Agriculture (USDA), Office of the Assistant Secretary for Civil Rights, dated October 6, 2023, which found that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., occurred at USDA's Rural Development (hereinafter this facility).

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, or DISABILITY** with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

This facility was found to have subjected an employee to discrimination on the basis of disability when it failed to reasonably accommodate the employee's disabilities and constructively discharged the employee. This facility was ordered to ensure that the employee nor any other employee is subjected to disability discrimination in the future; reinstate employee with backpay and benefits; pay compensatory damages and attorney's fees and costs, if applicable; provide training, consider disciplinary action against the responsible management officials, and post this notice. This facility 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 and will not retaliate against employees who file EEO complaints.

USDA's Rural Development reaffirms its commitment to comply with these statutory and regulatory provisions. This facility supports and will comply with such Federal laws and USDA regulations and will not take action against individuals because they have exercised their rights under laws and regulations. This facility will comply with federal law and 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.

Duly Authorized Agency Representative: \_\_\_\_\_

Date Posted: December 22, 2023 Posting Expires: February 20,2024