

**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 02/22/2023 that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq (Title VII), occurred at 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, PHYSICAL or MENTAL DISABILITY. These protections apply to hiring, firing, promotion, compensation, and other terms, conditions or privileges of employment. The Office of the Chief Financial Officer reaffirms its commitment to comply with these statutory and regulatory provisions.

This facility was found to have discriminated against an employee based on age, sex, and disability for failing to select the individual for an advertised Vacancy. These actions were found to have constituted a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq (Title VII). This facility was ordered to offer Complainant the position, or a substantially equivalent position; pay Complainant back pay from the date on which it is determined Complainant would have started in the position; pay compensatory damages and attorney's fees and costs, if applicable; provide training to Responsible Management Officials; consider disciplinary action against the responsible management official(s), 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.

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.

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(Responsible Agency Representative's Signature)

Date Posted: 3/17/2023 Posting Expires: 5/16/2023 29 C.F.R. Part 1614