

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
CENTER FOR CIVIL RIGHTS ENFORCEMENT

This Notice is posted pursuant to an Order by the U. S. Department of Agriculture (USDA), Center for Civil Rights Enforcement, dated Sep 3__ 2024, that a violation of the Rehabilitation Act of 1 973, as amended, 29 U. S. C. § 791 et seq. 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. USDA regulations require that there be no discrimination against any employee or applicant for employment because of the persons MARITAL STATUS or SEXUAL ORIENTATION. These protections apply to hiring, firing, promotion, compensation, and other terms, conditions or privileges of employment.

This facility was found to have subjected an employee to discrimination on the basis of disability when management terminated a prior approved reasonable accommodation. This facility was ordered to: immediately engage in an interactive process with a Reasonable Accommodation Specialist to develop an effective accommodation; 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 HEO complaints.

USDA' s Farm Production and Conservation 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.

(Responsible Agency Representative's Signature)

Date Posted: _____ Posting Expires: _____ 29 C.F.R. Part
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