

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), Office of the Assistant Secretary for Civil Rights, dated ____July __1, 2024_____, 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 USDAU s Farm Production and Conservation (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, 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 sex and reprisal, as well as, harassment and sexual harassment when 1) management issued an Unacceptable performance rating, 2) denied a Career Ladder Promotion, and 3) engaged in sexual and nonsexual harassment creating a hostile work environment. This facility was ordered to place the Complainant in a career ladder promotion with retroactive back pay_ 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.

USDAU 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 Representatives Signature)

Date Posted_____ Posting Expires_____ 29 C.F.R. Part 161