



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Washington, D.C. 20507

**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 12/20/18 which found that a violation of Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, 29 U.S.C. § 791 et seq., has occurred at the Agency's National Institutes of Diabetes, Digestive and Kidney Diseases (NIDDK), Phoenix Epidemiology and Clinical Research Branch (PECRB), Diabetes Clinical Research Division, in Phoenix, Arizona (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 for hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

It was determined that this facility engaged in unlawful discrimination when the affected individual was terminated based on disability. It was determined that the Agency denied the affected individual reasonable accommodation, subjected him/her to disparate treatment, subjected him/her to coworker harassment, and subjected him/her to supervisory harassment. The facility was ordered to: (1) reinstate the individual to employment with the Agency; (2) provide the affected individual with reasonable accommodation; (3) provide the affected individual with back pay and proven compensatory damages; (4) consider disciplining the responsible management officials; (5) provide the responsible management officials with EEO training; and (6) 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.

Duly Authorized Agency Representative:

Date Posted: 1/19/2022

Posting Expires: 3/20/2022

29 C.F.R. Part 1614