



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Office of Federal Operations
Washington, D.C. 20013

NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
An Agency of the United States Government

Consistent with the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 and 29 C.F.R. § 1614.501, the U.S. Department of the Interior (DOI), National Park Service (NPS) notifies employees and the public that on January 13, 2022, the U.S. Equal Employment Opportunity Commission (EEOC) issued a finding of discrimination, which determined that a DOI/NPS supervisor at the Washington Servicing Office, Workforce and Inclusion, in Lakewood, Colorado, violated Title VII of the Civil Rights Act of 1964 (Title VII), as amended, 42 U.S.C. § 2000e et seq., during September 2015 to the present. DOI/NPS provides assurance that, through measures adopted and through corrective, curative, or preventative actions taken, both the particular type of discrimination found and violations of the law similar to those found will not recur. Specifically, EEOC has directed DOI/NPS to determine the employee's entitlement to compensatory damages. DOI/NPS was also ordered to provide training to the responsible management official. DOI/NPS will ensure that the 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. DOI/NPS also provides assurance that its supervisors will cease from engaging in the specific unlawful employment practice found in the instant matter.

This Notice also informs all DOI employees, former employees, and applicants for employment of the rights and protections available to them under Section 201 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Federal Antidiscrimination Laws, and Whistleblower Protection Laws. Please see the No FEAR Act Notice at the following link for more information: <https://www.opm.gov/equal-employment-opportunity/no-fear-act/#url=Notice>.

Federal law prohibits DOI from discriminating against any employee or applicant for employment because of race, color, religion, national origin, sex (including sexual orientation and gender identity), pregnancy, age, disability, or genetic information. Federal law also prohibits DOI from restraining, interfering with, coercing, or retaliating against individuals who engage in protected EEO activities by exercising their rights to oppose practices made unlawful by Federal Antidiscrimination Laws, or by participating in proceedings pursuant to Federal Antidiscrimination Laws. DOI confirms its commitment to comply with these statutory provisions.

Duly Authorized Agency Representative: _____

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Date Posted: March 1, 2024

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