



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington Field Office

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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 September 13, 2022, which found that a violation of Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791 et seq., has occurred at the Department of State's Headquarters location in its Bureau of Administration, Support Services Division (hereinafter this facility).

Federal law prohibits discrimination against any employee or applicant for employment because of the person's disability with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment. The facility supports and will comply with such Federal law and will not take action against employees because they have exercised their rights under law.

This facility was found to have violated non-discrimination laws when it failed to provide an employee with reasonable accommodations for his disability.

The facility has been **ORDERED** to: (1) accommodate the employee in his position; (2) change his payment status for a period of time; (3) restore sick leave use for certain medical treatments; (4) pay the employee \$3,235.23 in pecuniary compensatory damages and \$100,000 in non-pecuniary compensatory damages; (5) provide at least eight (8) hours of training to facility employees regarding the proper handling of requests for reasonable accommodation; and (6) pay \$98,763.80 and \$14.70 in reasonable attorney's fees and costs.

This facility will not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises their right to oppose practices made unlawful by, or who participates in proceedings pursuant to, federal equal employment opportunity law.

A handwritten signature in black ink that reads "Gregory B. Smith".

Gregory B. Smith
Director, Office of Civil Rights

Date Posted: November 29, 2022
Posting Expires: November 29, 2023
29 C.F.R. Part 1614

PLEASE DO NOT REMOVE. BY FEDERAL LAW
THIS NOTICE MUST REMAIN POSTED UNTIL November 29, 2023