

## U.S. Census Bureau FY23 Notice of Discrimination Findings

The Equal Employment Opportunity Commission's (EEOC) Management Director 110 and the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 mandate all Federal Agencies to post a notice to all employees of a finding of discrimination.

The notice must include the date on which the finding was made, the date on which each discriminatory act occurred, and the law violated by each discriminatory act. The notice must also advise Federal employees of the rights and protections available under the covered legal provision.

<b>NOTICE</b>	<b>BASIS</b>	<b>Employee Rights Violated</b>
Notice to Employees	Sex/Disability/Retaliation	Rehabilitation Act of 1973
Notice to Employees	Sex	Sexual Harassment and Reprisal
Notice to Employees	Disability	Rehabilitation Act of 1973
Notice to Employees	Religion	Title VII of the Civil Rights Act of 1964 and the Rehabilitation Act of 1973

**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 which found that violations of Rehabilitation Act of 1973 have occurred at the Billings Area Census Office.

Federal law prohibits discrimination because of retaliation against any employee or applicant for employment.

The facility supports and will comply with such federal law and will not take action against individuals because they have exercised their rights under law.

The facility was found to have failed to provide a reasonable accommodation and have been unlawfully motivated by retaliatory animus against the individual affected by the Commission's findings. The Department of Commerce shall, therefore, remedy this discrimination by posting this notice for a period of 60 days and paying the individual backpay, \$13,500 in non-pecuniary compensatory damages, and \$18,767.63 in costs and attorney's fees.

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

Date Posted:                     CATHY LACY                    

Digitally signed by CATHY LACY  
Date: 2023.03.28 14:46:00 -0600

**NOTICE TO EMPLOYEES**  
**POSTED BY ORDER OF THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**AND**  
**DEPARTMENT OF COMMERCE, OFFICE OF CIVIL RIGHTS**

This Notice is posted pursuant to a Notice of Final Order, issued by the Department of Commerce, Office of Civil Rights, dated June 5, 2023, which adopted the decision of the Equal Employment Opportunity Commission (EEOC), that found an employee had been subjected to sexual harassment and reprisal, in violation of Title VII of the Civil Rights Act of 1964, as amended, in the Pleasanton, California Area Census Office, Los Angeles Regional Census Center, Los Angeles Regional Office.

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, disability, and/or genetic information. Federal law also requires that employees shall not be subject to retaliation for participation in the equal employment opportunity complaint process or for opposing perceived discrimination. The Department of Commerce supports and will comply with such Federal law and will not take action against individuals because they have exercised their rights under law.

The U.S. Department of Commerce, U.S. Census Bureau, Los Angeles Regional Office, is providing appropriate remedies to the individual affected by the actions addressed by this finding. Moreover, the Los Angeles Regional Office, will ensure that responsible officials will abide by the requirements of all Federal equal employment opportunity laws and will not retaliate against employees who file EEO complaints and/or engage in protected EEO activities.

The Los Angeles Regional Office, 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.

**JULIE LAM** Digitally signed by JULIE LAM  
Date: 2023.06.14 19:44:46  
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Julie Lam  
Regional Director  
Los Angeles Region  
U.S. Census Bureau

6/15/2023  
Date Posted

8/15/2023  
Date Removed

**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
OFFICE OF CIVIL RIGHTS  
U.S. DEPARTMENT OF COMMERCE**

This Notice is posted pursuant to a Final Agency Decision of the U.S. Department of Commerce Office of Civil Rights, dated July 27, 2023, which found violations of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 706; 791 *et seq.* ("Rehabilitation Act"), which 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 (INCLUDING PREGNANCY DISCRIMINATION), SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN, AGE, DISABILITY, GENETIC INFORMATION, OR RETALIATION with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment. The Department of Commerce supports and will comply with such Federal law and will not take action against individuals because they have exercised their rights under law.

The U.S. Department of Commerce, U.S. Census Bureau, Los Angeles Regional Office, has been found to have subjected an employee to disability-based disparate treatment, in violation of the Rehabilitation Act, and improperly disclosed this same employee's medical condition in violation of the Rehabilitation Act.

The U.S. Department of Commerce, U.S. Census Bureau, Los Angeles Regional Office, has remedied the individual affected by the Office of Civil Rights' finding. The U.S. Department of Commerce, U.S. Census Bureau, Los Angeles Regional Office, will ensure that officials responsible will abide by the requirements of all Federal equal employment opportunity laws and will not retaliate against employees who file EEO complaints.

The U.S. Department of Commerce, U.S. Census Bureau, Los Angeles Regional Office, 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.

  
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Duly Authorized Agency Representative

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August 2, 2023  
Date Posted

\_\_\_\_\_  
October 2, 2023  
Posting Expires

**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
OFFICE OF CIVIL RIGHTS  
U.S. DEPARTMENT OF COMMERCE**

This Notice is posted pursuant to a Final Agency Decision of the U.S. Department of Commerce Office of Civil Rights, dated July 27, 2023, which found that violations of Title VII of the Civil Rights Act of 1964, as amended, § 701 *et seq.*, Title 42, United States Code (U.S.C.) 2000e *et seq.* ("Title VII") and The Rehabilitation Act of 1973, as amended, 29 U.S.C. §§ 706: 791 *et seq.*, has 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 (INCLUDING PREGANCY DISCRIMINATION), SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN, AGE, DISABILITY, GENETIC INFORMATION, OR RETALIATION with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment. The Department of Commerce supports and will comply with such Federal law and will not take action against individuals because they have exercised their rights under law.

The U.S. Census Bureau, National Processing Center (NPC), was found to have retaliated against an employee for engaging in protected EEO activity covered by Title VII. The U.S. Census Bureau, NPC, was further found to have violated the confidentiality of this same employee's medical information. The U.S. Census Bureau, NPC, has remedied the employee affected by the Office of Civil Rights' finding. The U.S. Census Bureau, NPC, will ensure that officials responsible for making decisions affecting employees will abide by the requirements of all Federal equal employment opportunity laws and will not retaliate against employees who pursue EEO complaints.

The U.S. Census Bureau, NPC, 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.

  
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Duly Authorized Agency Representative

Date Posted: 8/11/23

Posting Expires: 10/10/23