

NOTICE TO EMPLOYEES

This notice is posted pursuant to regulations of the Equal Employment Opportunity Commission (29 C.F.R. Section 1614.501) following a finding that the United States Coast Guard, CG-1211SE-Norfolk, discriminated against an employee based on their disability. On December 21, 2020, the Agency was found to have violated Rehabilitation Act of 1973, as amended, 29 U.S.C. § 701 et seq. (Rehabilitation Act). The discriminatory action occurred in Norfolk, Virginia, when the following events took place:

1. From, March 31, 2017, to January 12, 2018, the Agency failed to provide a Reasonable Accommodation to the employee.

Federal law requires that there be no discrimination against any employee or applicant for employment because of the individual's race, color, religion, sex, national origin, age, disability, or genetic information with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment. Federal law prohibits employers from repriming/retaliating against employees and applicants for employment who participate in activity protected by law (including filing EEO complaints and serving as witnesses in EEO complaints) or who, otherwise, oppose discrimination.

The United States Coast Guard was ordered to provide the complainant with compensatory damages, attorney's fees, and other associated costs. The United States Coast Guard 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.

The United States Coast Guard, CG-1211SE-Norfolk, 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.