

March 1, 2024

TO: Penny Brown Reynolds, Ph.D.
Deputy Assistant Secretary for Civil Rights
Management and Operations

FROM: Donna Gilbert, EEO Chief/Director
Civil Rights & Conflict Management Office (CRCMO)

SUBJECT: Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 Reporting

In accordance with the implementation and reporting requirements of the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 (Cummings Act) which amends the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Office of the Chief Financial Officer (OCFO) is submitting the report.

Under the requested reporting period, the Equal Employment Opportunity Commission (EEOC), Office of Federal Operations (OFO) issued a finding of discrimination on September 26, 2023, against OCFO for violating Title VII of the Civil Rights Act of 1964 (Title VII) and the Age Discrimination in Employment Act of 1967 (ADEA) both governs this case.

The violation occurred January 17, 2020, at the Office of Chief Financial Officer located in New Orleans, Louisiana. Pursuant to the finding, the Agency can apply disciplinary action against the Responsible Management and Human Resource Officials, to provide a minimum of eight (8) hours of nondiscrimination training with a focus on nondiscrimination in hiring and promotion and EEOC records retention regulations to all management.

If you have any questions, please contact Donna Gilbert, EEO Chief/Director, via telephone (Teams) or email donna.gilbert@usda.gov.

/s/

Donna Gilbert, EEO Chief/Director
OCFO Civil Rights Office

Cc: Winona Lake Scott,
Acting Executive Director
Center for Civil Rights Operations