

**U. S. DEPARTMENT OF AGRICULTURE
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS
Washington, D.C. 20250-9440**

**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
U.S. DEPARTMENT OF AGRICULTURE
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS**

This Notice is posted pursuant to an Order by the U.S. Department of Agriculture (USDA), Office of the Assistant Secretary for Civil Rights dated **January 30, 2023**, that a violation of DR 4300-007(4) occurred at this facility.

It is USDA's policy to provide a workplace free from discrimination and harassment based on MARITAL, FAMILIAL, or PARENTAL STATUS. These protections apply to hiring, firing, promotion, compensation, and other terms, conditions or privileges of employment. Farm Service Agency reaffirms its commitment to comply with these regulatory provisions.

This facility was found to have discriminated against an employee on the bases of her parental and marital statuses by firing her from her temporary position and for failing to select her for a permanent position, after she utilized several hours of sick leave to care for her child. These actions were found to have constituted a violation of USDA DR 4300-007(4). This facility was ordered to remove all documentation related to the termination and non-selection from the employee's personnel and/or employee file; pay compensatory damages and attorney's fees and costs, if applicable; provide training, consider disciplinary action against the responsible management official(s), and post this notice. This facility 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.

This facility will comply with federal law and 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.

Duly Authorized Agency Representative: _____

Date Posted: **March 1, 2023**

Posting Expires: **April 30, 2023**