



December 19, 2023

Rural Development
Civil Rights Office

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TO: Penny Brown Reynolds, Ph.D.
Deputy Assistant Secretary for Civil Rights
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FROM: Dr. Sharese C. Paylor, Director
Civil Rights Office

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), Rural Development (RD) is submitting the attached Report.

Under the requested reporting period, the Equal Employment Opportunity Commission (EEOC), Office of Federal Operations (OFO) issued a finding of discrimination on October 17, 2023, against Rural Development, for violating Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, 29 U.S.C. § 791 et seq. The violation occurred on March 26, 2018, at the Rural Development Ocala Area Office located in Ocala, Florida. Pursuant to the finding, the Agency cannot apply disciplinary action against the Responsible Management Official, who has resigned effective 12/14/2018.

If you have any questions, please contact Karen Ward, Esq., EEO Branch Chief, via telephone (Teams) or email at karen.ward@usda.gov.

/s/ Dr. Sharese C. Paylor
Director, RD Civil Rights Office

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