



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Washington, D.C. 20507**

**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 dated September 16, 2024, which found that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., and the Equal Pay Act of 1963, as amended, 29 U.S.C. § 206(d) et seq., has occurred at the U.S. Department of Energy, Office of Enterprise Assessments.

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, GENETIC INFORMATION, DISABILITY, OR PROTECTED EEO ACTIVITY with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

DOE's Office of Enterprise Assessments was found to have discriminated against an employee based on discriminatory non-selection, as well as pay under the Equal Pay Act. The Department was ordered to pay backpay, liquidated damages, compensatory damages, attorneys' fees and costs; offer the employee a position; and post this Notice.

DOE's Office of Enterprise Assessments 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.

DOE's Office of Enterprise Assessments 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.

Original Date Posted: 12/11/24

Authorized Agency Representative for Re-posting:

Patricia Zarate, Director  
Office of Equal Employment Opportunity

Re-posted on DOE homepage: 3/30/26  
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