



**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 30, 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., Section 501 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791 et seq., the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq., or 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 Minority Economic Impact] in Washington, DC (facility).

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.

This facility was found to have discriminated against an employee based on retaliation, improper disclosures regarding EEO activity, discriminatory non-selection, and retaliatory harassment. The facility was ordered to retroactively promote, pay backpay, compensatory damages, train management, pay attorneys' fees and costs 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.

Original Date Posted: 12/11/24

Authorized Agency Representative for Re-posting:

PATRICIA ZARATE Digitally signed by PATRICIA ZARATE  
Date: 2026.03.23 14:00:24 -04'00'

Patricia Zarate, Director

Office of Equal Employment Opportunity

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

Re-posting Expires: 3/30/27