

NOTICE TO EMPLOYEES

This notice is posted following a finding by the United States Equal Employment Opportunity Commission (“EEOC”) that the U.S. Department of Energy, Western Area Power Administration (“WAPA”), violated Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et. seq.*, by discriminating based on sex, female, when it (1) failed to select a female applicant to be the Wyoming/Nebraska Maintenance Organization (WNMO) Division Maintenance Manager/Division Director; (2) expressed discriminatory animus for the female manager by expressing dislike of, or inability to work with, “strong women,” and (3) created a hostile work environment for the manager by these actions and other harassing conduct.

As a result of the EEOC’s finding, the Agency was ordered to instate the manager into the position, pay her back wages, reimburse her for monetary losses caused by the discrimination, and pay her compensatory damages. The Agency also was ordered to provide training to several managers, and to consider disciplining one manager.

Federal law requires that there be no discrimination against any employee because of that individual’s sex. The United States Department of Energy, WAPA, shall comply with federal law prohibiting discrimination against individuals based on sex.

The United States Department of Energy, WAPA, shall 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.

The United States Department of Energy, WAPA, 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.

This notice is posted pursuant to regulations of the EEOC (29 C.F.R. § 1614.501).

Patricia A. Zarate Digitally signed by Patricia A. Zarate
Date: 2025.11.17 16:52:25 -05'00'

DOE Acting Director
Office of Civil Rights and EEO

Date Posted on DOE homepage: 3/30/2026

Posting Expires: 3/30/2027