



United States Department of the Interior
OFFICE OF THE SECRETARY
OFFICE OF DIVERSITY, INCLUSION AND CIVIL RIGHTS
Washington, D.C. 20240

**NOTICE TO EMPLOYEES POSTED BY ORDER OF THE
U.S. DEPARTMENT of the INTERIOR
An Agency of the United States Government**

This Notice is posted pursuant to an Order by the United States Department of the Interior (DOI), dated July 20, 2023, which found that violations of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e *et seq.*, and the Rehabilitation Act of 1973, have occurred at the U.S. Department of the Interior, National Park Service (NPS), Kalaloch Ranger Station in Forks, Washington (Facility).

Federal law prohibits discrimination against any employee or applicant for employment because of the person's RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, GENETIC INFORMATION, DISABILITY, or REPRISAL with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment.

The Facility supports and will comply with such federal law and will not take action against employees because they have exercised their rights under the law.

The Facility was found to have violated Title VII of the Civil Rights Act of 1964, and the Rehabilitation Act of 1973, in July 2021, when the Agency subjected an employee to unlawful disparate treatment based on disability, and a *per se* violation of the Rehabilitation Act of 1973.

The Facility has been ORDERED to: pay compensatory damages; attorney's fees; costs; consider disciplinary actions against the responsible management official; require the manager responsible for the discrimination to take anti-discrimination training, and post this Notice.

The Facility shall not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises their right to oppose practices made unlawful by, or who participates in proceedings pursuant to, federal equal employment opportunity law.

Signature of Duly Authorized Agency Representative: SULA JACOBS Digitally signed by SULA JACOBS
Date: 2023.11.21 10:23:15 -08'00'

Date Posted: December 1, 2023

Posting Expires: January 30, 2024

DOI-NPS-21-0320 (Electronic Posting)