



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Washington Field Office**

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**NOTICE TO EMPLOYEES**  
**POSTED BY ORDER OF THE**

**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**An Agency of the United States Government**

Notice is posted pursuant to a Decision and Order by the United States Equal Employment Opportunity Commission, dated March 14, 2023, which found that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq. has occurred within the Department of Labor, Mine Safety and Health Administration ("Facility").

Federal law prohibits discrimination against any employee or applicant for employment because of either the person's disability or their participation in the EEO process with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

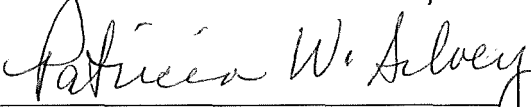
The Facility supports and will comply with such Federal law and will not take action against employees because they have exercised their rights under law.

The Facility was found to have violated non-discrimination laws when it failed to provide an employee with reasonable accommodations for their disability.

The Facility has been **ORDERED** to: (1) accommodate the employee in their position; (2) pay the employee **\$8,000** in non-pecuniary compensatory damages; (3) provide at least **eight (8) hours** of training to Facility employees regarding the proper handling of requests for reasonable accommodation, with an emphasis on telework and remote work as requests for reasonable accommodation; and (4) pay **\$13,725** in reasonable attorney's fees.

The Facility will 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.

Date Posted: 3 May 2023

  
Signature of Agency Official

Posting Expires: 2 July 2023