

**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
OFFICE OF CIVIL RIGHTS
U.S. DEPARTMENT OF COMMERCE**

This Notice is posted pursuant to a Final Agency Decision of the U.S. Department of Commerce Office of Civil Rights, **dated January 27, 2025**, which found violations of Title VII of the Civil Rights Act (“Title VII”), which occurred at this facility.

Federal law requires that there be no discrimination against any employee or applicant for employment because of the person’s RACE, COLOR, RELIGION (INCLUDING DENIAL OF RELIGIOUS ACCOMMODATION), SEX (INCLUDING SEXUAL ORIENTATION, GENDER IDENTITY, PREGNANCY, AND SEXUAL HARASSMENT), PREGNANCY ACCOMMODATION, NATIONAL ORIGIN, AGE, DISABILITY (INCLUDING DENIAL OF REASONABLE ACCOMMODATION), GENETIC INFORMATION, OR RETALIATION with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment. The Department of Commerce supports and will comply with such Federal law and will not take action against individuals because they have exercised their rights under law.

The U.S. Department of Commerce, National Oceanic and Atmospheric Administration, Office of Marine and Aviation Operation, Marine Operations Crew, has been found to have denied an employee religious accommodation, in violation of Title VII, and to have subjected this same employee to acts of religious-based discrimination, in violation of Title VII.

The U.S. Department of Commerce, National Oceanic and Atmospheric Administration, Office of Marine and Aviation Operations, Marine Operations Crew, is remedying the individual affected by the Office of Civil Rights’ finding. The U.S. Department of Commerce, National Oceanic and Atmospheric Administration, Office of Marine and Aviation Operations, Marine Operations Crew, will ensure that officials responsible will abide by the requirements of all Federal equal employment opportunity laws and will not retaliate against employees who file EEO complaints or otherwise engage in protected EEO activity.

The U.S. Department of Commerce, National Oceanic and Atmospheric Administration, Office of Marine and Aviation Operations, Marine Operations Crew, 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.

Duly Authorized Agency Representative

Date Posted

Posting Expires