

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 which found violations of the Rehabilitation Act of 1973 (Rehabilitation Act).

The Rehabilitation Act prohibits employment discrimination against individuals with a disability and requires employers to provide reasonable accommodations to qualified individuals with a disability. This law also forbids discrimination in hiring, promotion, discharge, compensation, or other terms, conditions, and benefits of employment. Further, the Rehabilitation Act forbids an employer from retaliating against an individual who engages in protected activity under the Act including, but not limited to, requesting a reasonable accommodation. Additionally, the Rehabilitation Act limits an employer's ability to make disability-related inquiries or require medical examinations of applicants and employees.

The United States Postal Service was found to have unlawfully subjected the individual affected by the Commission's findings to disability discrimination and to retaliation for requesting a reasonable accommodation. Additionally, the Commission determined that the Postal Service failed to provide the individual affected by this decision with a reasonable accommodation as required by the Rehabilitation Act. The Commission also determined that the Agency subjected the affected individual to unlawful disability-related inquiries. The Agency shall, therefore, remedy this discrimination by paying the individual back pay and compensatory damages, training the responsible management officials, and otherwise taking measures to ensure that officials responsible for maintaining a workplace free from unlawful discrimination and retaliation will abide by the requirements of all federal equal employment opportunity laws.

Further, the facility will not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises their right to oppose unlawful practices or who participates in proceedings pursuant to federal equal employment opportunity law.

Date Posted: 5/17/2024

Do not remove posting until after 5/17/2025.